

North Lincolnshire Armed Forces Partnership

Armed Forces Covenant Statutory Duty

Local Standards Assessment 2022-23



Document details:

Name of owner:	North Lincolnshire Armed Forces Partnership
Person(s) completing the Military-Civilian document:	Sarah Dauris (SD) Captain Terry Reilly (TR) On behalf of the North Lincolnshire Armed Forces Partnership
Designation:	SD: Senior Armed Forces Covenant officer – North Lincolnshire Council TR: PSAO – 146 Div Sp Coy REME
Contact details:	armed.forces@northlincs.gov.uk

INTRODUCTION

In 2021, the Armed Forces Act 2006 was amended to include sections 343AA(1), 343AB(1), 343AC(1) and 343AD(1). These place a duty (the Covenant Duty) on certain specified persons or bodies, in the exercise of relevant functions, to have “due regard to the principles of the Armed Forces Covenant”.

Reflecting the key concerns of the Armed Forces Community, the Covenant Duty currently applies to those relevant functions that underpin the policies where disadvantage is experienced by the Armed Forces Community.

Broadly, key concerns include:

Education	Healthcare	Housing
Admissions	Aspects concerning access and quality	Allocation policy for social housing
Additional learning needs support		Homelessness
Student wellbeing		Disabled facilities grants
Use of Service Pupil Premium funding (where applicable)		Tenancy strategies (where applicable)

The Covenant Duty will apply to specified public bodies and persons exercising specific public functions in the fields of education, healthcare and housing including:

Education	Healthcare	Housing
Local Authorities	Local Authorities	Local Authorities
Governing Bodies of maintained schools	NHS Commissioning Board	
Proprietors of Academies	CCGs	
Non-maintained special schools	National Health Service Trusts	
Governing bodies of further education institutions	NHS Foundation Trusts	
Special post-16 institutions		

This local assessment document and delivery plan encompasses the outcomes for the Covenant duty but also includes the areas of Employment, Skills and Finance as well as Collaboration, Awareness and Recognition of the Armed Forces Covenant (CAR) to ensure North Lincolnshire is fully meeting its commitment to our local Armed Forces community.

SELF-ASSESSMENT RATING

The traffic light system outlined below relates to how the forum assesses itself and how it plans to make improvements:

Green	Means that the necessary arrangements are in place, up to date, and meet the required standard
Amber	Means that some measures are in place, but others require review or improvement
Red	Means that standards are not met and need to be addressed

Where the score is amber or red, the delivery plan (Appendix one) will be used to summarise how we plan to address the areas for improvement that have been identified. The Senior Armed Forces Covenant officer will report to the North Lincolnshire Armed Forces Partnership by exception on a quarterly basis i.e. those with a RAG rating of Amber or Red.

The local assessment and delivery plan has been developed using:

- [How to deliver the covenant in your area England \(Ministry of Defence\)](#)
- [The Veterans' Strategy \(HM Government\) 2022-2024](#)
- [UK Armed Forces Families Strategy \(HM Government\) 2022-32](#)
- The North Lincolnshire Armed Forces conversation 2022 (Appendix two)

The North Lincolnshire Armed Forces Partnership will provide oversight and challenge of the local standards assessment.

The Veterans' Strategy 2022-2024

The local standards assessment contained takes into account at least one of the key themes and cross-cutting factors in the Veterans' Strategy 2022-24

Key themes	Cross-Cutting Factors
<p>1. Community and Relationships <i>Veterans are able to build healthy relationships and integrate into their communities</i></p>	<p>1. Collaboration between organisations <i>Improved collaboration between organisations offers veterans coherent support</i></p>
<p>2. Employment, education and skills <i>Veterans enter appropriate employment and can continue to enhance their careers throughout their working lives</i></p>	<p>2. Coordination of Veterans' services <i>The coordination of veterans' provision delivers consistent aims and principles over time and throughout the UK, ensuring veterans, their families and the bereaved are treated fairly compared to the local population</i></p>
<p>3. Finance and debt <i>Veterans leave the Armed Forces with sufficient financial education awareness and skills to be financially self-supporting and resilient</i></p>	<p>3. Data on the Veteran community <i>Enhanced collection, use and analysis of data across the public, private and charitable sectors to build an evidence base to effectively identify and address the needs of Veterans</i></p>
<p>4. Health and wellbeing <i>All veterans enjoy a state of positive physical mental health and wellbeing, enabling them to contribute to wider aspects of society</i></p>	<p>4. Public perception and understanding <i>The UK population value veterans and understand their diverse experiences and culture</i></p>
<p>5. Making a home in civilian society <i>Veterans have a secure place to live either through buying, renting or social housing</i></p>	<p>5. Recognition of Veterans <i>Veterans feel that their service and experience is recognised and valued by society</i></p>
<p>6. Veterans and the law <i>Veterans leave the Armed Forces with the resilience and awareness to remain law-abiding citizens</i></p>	

UK Armed Forces Families Strategy 2022-32

The Local Standards Assessment takes into account the core workstreams of the UK Armed Forces Families Strategy 2022-32

<p>1. Family Life: Family units that are supported to understand and cope with deployment, mobility and separation and the unique stresses of the military lifestyle. Wherever they live, they are aware of the support that is available, and how to access it. When children and adults are at risk of harm, they are protected through a multi-agency approach facilitating a swift response.</p>
<p>2. Service Life: Coordinated career management and welfare processes that focus on nurturing the serviceperson with their family alongside them and preparing them for a successful transition to civilian life.</p>
<p>3. Family Home: A flexible accommodation policy that reflects modern family constructs, allowing families the choice and freedom needed to nurture a family home.</p>
<p>4. Children's Education: The opportunities available to children from armed forces families are maximised through robust research, effective collaboration and dissemination of best practice. This informs the wider policies and practice that underpins how the governments of the UK and external partners support these children. 15</p>
<p>5. Childcare: Families have access to good quality, enriching and safe childcare that meets their needs. This allows service personnel to fully engage with their duties, and the greater flexibility gives the family more opportunities, improving general wellbeing.</p>
<p>6. Non-UK Families: Non-UK families are valued and accommodated in supportive UK government and Defence policies cognisant of their experiences. This helps to mitigate potential disadvantage conferred by their immigration status wherever possible and provide wider support that is sensitive to cultural backgrounds.</p>
<p>7. Supporting Partners: The skills and experiences of partners and spouses are widely understood, valued and sought after. They can navigate extensive cross-sector provision to access timely support that meets their needs and helps them to develop and pursue their own career path.</p>
<p>8. Health and Wellbeing: Families are able to access timely integrated, mental and physical health and wellbeing services. Continuity of support is provided by professionals cognisant of the military context, sharing information, to ease relocation between nations and regions, especially for the most vulnerable</p>

Standard:	Evidence of Compliance	Areas of improvement	Agreed Delivery	RAG rating	
1.1	<p>Admissions and Educational Transitions School admissions consider the specific and unique cumulative impact of admissions arrangements on Armed Forces children and their families</p>	<p>EXAMPLE: The schools admissions team collect data on service children using the school's admission form. The council acknowledges that service families are subject to movement within the UK and from abroad. Although the council is not able to reserve places for blocks of pupils, we will consider requests from personnel moving to North Lincolnshire.</p> <p>Places will be allocated, subject to a place being available in the relevant year group, prior to moving. If we are unable to allocate a place at that time, parents will be refused and offered the right to appeal.</p> <p>When admitting the children of UK service personnel to infant classes outside the normal admissions round, schools are able to exceed the 30 pupils per class limit that normally applies.</p> <p>Any issues relating to school admissions are dealt with on a case-by-case basis.</p>	None at present	None at present	
1.2	<p>Special Educational Needs and Disabilities (SEND) Support Provision North Lincolnshire Council is a Ministry of Defence Local Authority Partner (MODLAP) and engages in the MODLAP process</p>				
1.3	<p>Use of Service Pupil Premium Schools are aware of</p>				

	best practice and encouraged to communicate with parents on SPP claims				
1.4	Wellbeing of Service children Service children are considered in the design and commissioning of services from birth – 19				

LOCAL STANDARD 2: Health, Wellbeing and Welfare

Standard:	Evidence of Compliance:	Areas of Improvement:	Agreed Delivery:	RAG rating
2.1	<p>Awareness of Service life Health professionals have a sufficient understanding of Armed Forces culture and services provided by the NHS, local authorities and third sector that are available for the Armed Forces community to access</p> <p>EXAMPLE: The Northern Lincolnshire and Goole Hospitals NHS Trust (NLG the North Lincolnshire CCG (NLCCG), Humber NHS Teaching Trust and the Rotherham, Doncaster and South Humber NHS Trust (RDASH) are all active partners on the North Lincolnshire Armed Forces Partnership (NLAFP).</p> <p>NLaG currently hold the Veteran Aware Hospitals accreditation.</p> <p>NLCCG have signed the Armed Forces Covenant and hold the Bronze Award under the Defence Employer Recognition Scheme</p> <p>RDASH have signed the Armed Forces Covenant and hold the Silver Award under the Defence Employer Recognition Scheme.</p> <p>Humber Teaching NHS Foundation Trust currently hold the Veteran Aware Hospitals accreditation.</p>	<p>Recommendations from the NL AF Conversation 2022:</p> <p>1. There isn't an overwhelming need for new services relating to Veterans physical and mental health among those that responded. However, it is evident that people do not know enough about the 'Veteran Friendly' GP scheme or the mental health service 'Op Courage'. Again, awareness raising and communications on what services are available would be advantageous, given that almost three quarters (74%) said they would access the service if they needed to. It would also be helpful to encourage more GP practices to sign up to the 'Veteran Friendly' scheme locally.</p>	<p>1. Run a joint communications campaign with NHS partners on the specialist support available to the Armed Forces community e.g. 'Veteran Friendly' initiatives, Have you ever served? And Op Courage</p> <p>2. Joint internal communications campaign with NHS partners on recognised e-learning and the councils Armed Forces Covenant officer SPOC/Armed Forces Hub</p> <p>3. The Armed Forces Hub to provide social activities with a focus on encouraging peer networks, reducing social isolation and signposting to</p>	

		<p>Links to health professional specific training on the needs of Armed Forces have been made available to all NHS members of the NLAFF.</p> <p>Partnerships with the Armed Forces Covenant single point of access (SPOC) at North Lincolnshire Council are strong. Referrals made to the SPOC mean that the Armed Forces community can be immediately signposted to appropriate services and supported through that process.</p>	<p>2. In terms of social isolation and wellbeing; increased awareness of where people can access support is required, the Armed Forces Hub as a central focus will assist with this through increased social activities. However, local communications around other sources of support would be advantageous so we can ensure no one is missed.</p> <p>3. It is worth noting that half of the organisational responses (including charities and private sector organisations) do not know about the NHS initiatives e.g. Veteran Aware Hospital scheme, GP accreditation or Op Courage. It is recommended that awareness raising of these schemes is a priority with those organisations outside of the North Lincolnshire Armed Forces partnership.</p>	<p>appropriate support.</p>	
2.2	<p>Commissioning</p> <p>When considering health services in the local area, CCGs are aware that Service in the Armed Forces may have medically impacted on veterans, in particular:</p> <ul style="list-style-type: none"> • Sensory disorders 				

	<p>e.g. hearing loss</p> <ul style="list-style-type: none"> • Fractures and dislocations • Amputations, wounds scarring and non-freezing cold injury (NFCI) • Muscular-skeletal (MSK) disorders • Mental health (stress, anxiety and depressions, post-traumatic stress disorder (PTSD) or moral injury 				
2.3	<p>Identification of members of the Armed Forces community Encourage GPs to become Veteran friendly accredited</p> <ul style="list-style-type: none"> • Ask if patients and new registrations have ever served in the British Armed Forces and record on system • Have a Veterans clinical lead in the surgery • Have the clinical lead attend training and stay up to date with latest research • Assisting service leavers in understanding their defence medical 				

	records and incorporating these into their latest assessments				
2.4	<p>Waiting Lists (inc priority treatment)</p> <p>Priority treatment is given within NHS care (including hospital, primary and community care) for conditions arising from their time with the Armed Forces i.e. Service related, and clinicians are aware of this</p>				

LOCAL STANDARD 3: Housing

Standard:		Evidence of Compliance:	Areas of Improvement:	Agreed Delivery:	RAG rating
3.1	<p>Provision of social housing and waiting lists</p> <ul style="list-style-type: none"> Additional preference for social housing is given to serving members of the Armed Forces suffering from a serious injury or disability, and Veterans with urgent housing needs (homelessness) Serving personnel who have left the 	<p>EXAMPLE: Home Choice Lincs priorities applications and makes provisions for the Armed Forces community:</p> <p>Urgent priority is given to: Those applicants the Authority owes a main S.193(2) duty to, assessed as priority need and unintentionally homeless</p> <p>People who need to move on urgent medical grounds</p> <p>Examples include:</p> <p>People in hospital who cannot be discharged because no suitable accommodation is available</p> <p>People with a physical or sensory disability who are unable to access their home or essential facilities</p>	None at present	None at present	

	<p>Armed Forces within the last five years cannot be disqualified from social housing because of a local connection requirement</p> <ul style="list-style-type: none"> Both provisions also apply to seriously injured and disabled Reserves and bereaved spouse of Service personnel 	<p>within it and who have requested a move as an alternative to home adaptation</p> <p>Persons serving in the regular or reserve forces and suffering from a serious injury, illness or disability which is attributable (wholly or partly) to the person's service whose current home is no longer accessible to them.</p> <p>High priority is given to: People who need to move due to a high medical need e.g. People who have been assessed as having a physical medical condition or a disability where a move to suitable alternative accommodation would significantly improve their health. For example, people who need single level accommodation, People who have been diagnosed as having a significant mental health condition where their current property is having a detrimental effect on their condition (strong evidence must be provided from a mental health professional).</p> <p>People with a medical condition or disability who are assessed as having to move in order to receive care or support will be allowed to bid for homes with an additional bedroom in order to provide sleep-in for a carer, (evidence of care package will be required)</p> <p>Serving or former members of the Regular or Reserve Forces who need to move because of a serious injury, medical condition, or disability sustained as a result of their service where suitable alternative accommodation would significantly improve their health</p> <p>Medium priority is given to:</p>		
--	--	--	--	--

		<p>People who need to relocate e.g.</p> <p>People who apply to move to a particular locality within the sub region in order to take up an offer of employment, education or training, or to be nearer to family or friends in order to give or receive support.</p> <p>Members of the Armed Forces and former Service personnel where their application is made within 5 years of discharge</p> <p>Local connection:</p> <p>Applicants will be counted as having a local connection to a local authority area if:</p> <p>They were members of the Armed Forces or are former Service personnel discharged within the last five years. Bereaved spouses and civil partners of members of the Armed Forces leaving service family accommodation following the death of their spouse or partner.</p>			
3.2	<p>Disabled Facilities Grants (DFG)</p> <p>Serving personnel and Veterans who have suffered injuries while serving in the British Armed Forces have access to DFG for adaptations in own homes and social housing</p>				
3.3	<p>Tenancy strategies</p> <p>The Armed Forces community (particularly those that are vulnerable)</p>				

are included in the tenancy strategy				
--------------------------------------	--	--	--	--

LOCAL STANDARD 4: Employment, Skills and Finance

Standard:		Evidence of Compliance:	Areas of Improvement	Agreed Delivery:	RAG rating
4.1	<p>Opportunities for employment Service leavers and Veterans are aware of local opportunities for employment</p>	<p>EXAMPLE: All council vacancies are advertised through the Career Transition Partnership. The council also offers two weeks paid leave for Reserves and Cadet Force Adult Volunteers as well as a guaranteed interview scheme for ex-serving personnel who have left service within the last five years.</p> <p>The council run Action Station (AS) is a one-stop shop for skills and employment and advertise all local vacancies in one place every week. The AS provides support with CV writing, application forms, mock interviews, accessing training and apprenticeships and supported employment. There is a partnership between the AS and the council's AF Covenant officer SPOC.</p> <p>The DWP have a local Armed Forces champion who is an active partner of the North Lincolnshire Armed Forces partnership.</p> <p>Ongo provide free employment support including skills, training, mental health, self-confidence, interview skills and work placements.</p>	<p>Recommendations from NL AF Conversation 2022:</p> <p>1. Priorities of Housing and Employment are key issues that need further exploration in North Lincolnshire as well as the Armed Forces Hub that will provide social, emotional and practical support the Armed Forces families.</p> <p>2. It is also recommended that there be a 'one stop shop' approach with access to finance/debt advice as well as education, employment and training and signposting to specialist mental health support at the Armed Forces Hub.</p>	<p>1. Armed Forces Hub to provide signposting to appropriate services and run drop-ins on finance/welfare advice and education, employment and training in partnership with appropriate local agencies</p>	
4.2	<p>Opportunities for employment Spouses and partners of Serving personnel are aware of local</p>				

	opportunities for suitable employment				
4.3	Defence Employer Recognition Scheme Local businesses/organisations are encouraged to sign the Armed Forces Covenant				
4.4	Financial awareness Service leavers, veterans and their families have financial awareness and access to debt advice				

LOCAL STANDARD 5: Collaboration, Awareness and Recognition of the Armed Forces Covenant (CAR)

Standard:		Evidence of Compliance:	Areas of improvement	Agreed Delivery:	RAG rating
5.1	Collaboration Improved collaboration between organisations offers veterans coherent support	<p>EXAMPLE: The North Lincolnshire Armed Forces partnership has been in existence since 2018 and has worked together on a number of successful initiatives e.g.</p> <ul style="list-style-type: none"> • Re-signing of the local Armed Forces Covenant • Partners achieving Bronze, Silver and Gold in the Defence Employer Recognition Scheme • The North Lincolnshire Armed Forces Hub • Armed Forces Day • Veteran Aware accreditation • Shared learning 	<p>Recommendations from the NL AF Conversation 2022:</p> <p>It is indicated that people do not know about the North Lincolnshire Armed Forces Partnership and the organisations involved. It is recommended that there is awareness raising of the partnership and its work on the local Armed Forces Covenant.</p>	<p>1. Promote the Armed Forces partnership on partner website highlighting aims and objectives.</p> <p>2. Identify new partners on an ongoing basis (using organisations who responded to the NL AF Conversation 2022).</p>	

		<ul style="list-style-type: none"> • Joint action plans • North Lincolnshire Armed Forces Conversation 2022 			
5.2	<p>Awareness The local population are aware of the Armed Forces Covenant and value the Armed Forces community, understanding their diverse experiences and culture</p>				
5.3	<p>Recognition The local Armed Forces community feel that their service and experience is recognised and valued by society</p>				

Appendix One

Delivery Plan Templates

No.	Standard	Area of Improvement	Agreed Action	Owner	Timescale	RAG rating
1.1	<p>Admissions and Educational Transitions School admissions consider the specific and unique cumulative impact of admissions arrangements on Armed Forces children and their families</p>	<p>EXAMPLE: The schools admissions team collect data on service children using the school's admission form. The council acknowledges that service families are subject to movement within the UK and from abroad. Although the council is not able to reserve places for blocks of pupils, we will consider requests from personnel moving to North Lincolnshire.</p> <p>Places will be allocated, subject to a place being available in the relevant year group, prior to moving. If we are unable to allocate a place at that time, parents will be refused and offered the right to appeal.</p> <p>When admitting the children of UK service personnel to infant classes outside the normal admissions round, schools are able to exceed the 30 pupils per class limit that normally applies.</p> <p>Any issues relating to school admissions are dealt with on a case-by-case basis.</p>	None at present			
1.2	<p>Special Educational Needs and Disabilities (SEND) Support Provision North Lincolnshire Council is a Ministry of Defence Local Authority Partner</p>					

	(MODLAP) and engages in the MODLAP process					
1.3	Use of Service Pupil Premium Schools are aware of best practice and encouraged to communicate with parents on SPP claims					
1.4	Wellbeing of Service children Service children are considered in the design and commissioning of services from birth – 19					

LOCAL STANDARD 2: Health, Wellbeing and Welfare

No.	Standard	Area of Improvement	Agreed Action	Owner	Timescale	RAG rating
2.1	Awareness of Service life Health professionals have a sufficient understanding of Armed Forces culture and services provided by the NHS, local authorities and third sector that are available for the Armed Forces community to access	EXAMPLE: The Northern Lincolnshire and Goole Hospitals NHS Trust (NLaG the North Lincolnshire CCG (NLCCG), Humber NHS Teaching Trust and the Rotherham, Doncaster and South Humber NHS Trust (RDASH) are all active partners on the North Lincolnshire Armed Forces Partnership (NLAFP). NLaG currently hold the Veteran Aware Hospitals accreditation. NLCCG have signed the Armed Forces Covenant and hold the Bronze Award under the Defence Employer Recognition Scheme	Recommendations from the NL AF Conversation 2022: 1. There isn't an overwhelming need for new services relating to Veterans physical and mental health among those that responded. However, it is evident that people do not know enough about the 'Veteran Friendly' GP scheme or the mental health service 'Op Courage'. Again, awareness raising and communications on what services are available would be advantageous, given that almost three quarters (74%) said they would access the service if they needed to. It would also be helpful to encourage more GP practices to sign up to the 'Veteran Friendly' scheme locally. 2. In terms of social isolation and wellbeing; increased awareness of			

		<p>RDaSH have signed the Armed Forces Covenant and hold the Silver Award under the Defence Employer Recognition Scheme.</p> <p>Humber Teaching NHS Foundation Trust currently hold the Veteran Aware Hospitals accreditation.</p> <p>Links to health professional specific training on the needs of Armed Forces have been made available to all NHS members of the NLAFP.</p> <p>Partnerships with the Armed Forces Covenant single point of access (SPOC) at North Lincolnshire Council are strong. Referrals made to the SPOC mean that the Armed Forces community can be immediately signposted to appropriate services and supported through that process.</p>	<p>where people can access support is required, the Armed Forces Hub as a central focus will assist with this through increased social activities. However, local communications around other sources of support would be advantageous so we can ensure no one is missed.</p> <p>3. It is worth noting that half of the organisational responses (including charities and private sector organisations) do not know about the NHS initiatives e.g. Veteran Aware Hospital scheme, GP accreditation or Op Courage. It is recommended that awareness raising of these schemes is a priority with those organisations outside of the North Lincolnshire Armed Forces partnership.</p>			
2.2	<p>Commissioning</p> <p>When considering health services in the local area, CCGs are aware that Service in the Armed Forces may have medically impacted on veterans, in particular:</p> <ul style="list-style-type: none"> • Sensory disorders e.g. hearing loss • Fractures and dislocations 					

	<ul style="list-style-type: none"> • Amputations, wounds scarring and non-freezing cold injury (NFCI) • Muscular-skeletal (MSK) disorders • Mental health (stress, anxiety and depressions, post-traumatic stress disorder (PTSD) or moral injury 					
2.3	<p>Identification of members of the Armed Forces community Encourage GPs to become Veteran friendly accredited</p> <ul style="list-style-type: none"> • Ask if patients and new registrations have ever served in the British Armed Forces and record on system • Have a Veterans clinical lead in the surgery • Have the clinical lead attend training and stay up to date with latest research • Assisting service leavers in understanding their defence medical records and incorporating these into their latest assessments 					
2.4	<p>Waiting Lists (inc. priority treatment) Priority treatment is given to NHS care (including hospital, primary and community care) for conditions arising from their time with the Armed Forces i.e. Service related, and clinicians are aware of this.</p>					

No.	Standard	Area of Improvement	Agreed Action	Owner	Timescale	RAG rating
3.1	Provision of social housing and waiting lists <ul style="list-style-type: none"> Additional preference for social housing is given to serving members of the Armed Forces suffering from a serious injury or disability, and Veterans with urgent housing needs (homelessness) Serving personnel who have left the Armed Forces within the last five years cannot be disqualified from social housing because of a local connection requirement Both provisions also apply to seriously injured and disabled Reserves and bereaved spouse of Service personnel 	<p>EXAMPLE: Home Choice Lincs priorities applications and makes provisions for the Armed Forces community:</p> <p>Urgent priority is given to: Those applicants the Authority owes a main S.193(2) duty to, assessed as priority need and unintentionally homeless</p> <p>People who need to move on urgent medical grounds</p> <p>Examples include:</p> <p>People in hospital who cannot be discharged because no suitable accommodation is available</p> <p>People with a physical or sensory disability who are unable to access their home or essential facilities within it and who have requested a move as an alternative to home adaptation</p> <p>Persons serving in the regular or reserve forces and suffering from a serious injury, illness or disability which is attributable (wholly or partly) to the person's service whose current home is no longer accessible to them.</p> <p>High priority is given to: People who need to move due to a high medical need e.g.</p> <p>People who have been assessed as having a</p>	None at present			

		<p>physical medical condition or a disability where a move to suitable alternative accommodation would significantly improve their health. For example, people who need single level accommodation, People who have been diagnosed as having a significant mental health condition where their current property is having a detrimental effect on their condition (strong evidence must be provided from a mental health professional).</p> <p>People with a medical condition or disability who are assessed as having to move in order to receive care or support will be allowed to bid for homes with an additional bedroom in order to provide sleep-in for a carer, (evidence of care package will be required)</p> <p>Serving or former members of the Regular or Reserve Forces who need to move because of a serious injury, medical condition, or disability sustained as a result of their service where suitable alternative accommodation would significantly improve their health</p> <p>Medium priority is given to:</p> <p>People who need to relocate e.g.</p> <p>People who apply to move to a particular locality within the sub region in order to take up an offer of employment, education or training, or to be nearer to family or friends in order to give or receive support.</p> <p>Members of the Armed Forces and former</p>				
--	--	--	--	--	--	--

		<p>Service personnel where their application is made within 5 years of discharge</p> <p>Local connection:</p> <p>Applicants will be counted as having a local connection to a local authority area if:</p> <p>They were members of the Armed Forces or are former Service personnel discharged within the last five years. Bereaved spouses and civil partners of members of the Armed Forces leaving service family accommodation following the death of their spouse or partner.</p>				
3.2	<p>Disabled Facilities Grants (DFG)</p> <p>Serving personnel and Veterans who have suffered injuries while serving in the British Armed Forces have access to DFG for adaptations in own homes and social housing</p>					
3.3	<p>Tenancy strategies</p> <p>The Armed Forces community (particularly those that are vulnerable) are included in the tenancy strategy</p>					
LOCAL STANDARD 4: Employment, Skills and Finance						
No.	Standard	Area of Improvement	Agreed Action	Owner	Timescale	RAG rating
4.1	<p>Opportunities for employment</p> <p>Service leavers and Veterans are aware of local opportunities for employment</p>	<p>EXAMPLE: All council vacancies are advertised through the Career Transition Partnership. The council also offers two weeks paid leave for Reserves and Cadet Force Adult Volunteers as well as a guaranteed interview scheme for ex-serving personnel who have left service within the last five years.</p> <p>The council run Action Station (AS) is a one-</p>	<p>Recommendations from NL AF Conversation 2022:</p> <p>1. Priorities of Housing and Employment are key issues that need further exploration in North Lincolnshire as well as the Armed Forces Hub that will</p>	<p>DWP Ongo Paula Siddall NL Action Station</p>		

		<p>stop shop for skills and employment and advertise all local vacancies in one place every week. The AS provides support with CV writing, application forms, mock interviews, accessing training and apprenticeships and supported employment. There is a partnership between the AS and the council's AF Covenant officer SPOC.</p> <p>The DWP have a local Armed Forces champion who is an active partner of the North Lincolnshire Armed Forces partnership.</p> <p>Ongo provide free employment support including skills, training, mental health, self-confidence, interview skills and work placements.</p>	<p>provide social, emotional and practical support the Armed Forces families.</p> <p>2. It is also recommended that there be a 'one stop shop' approach with access to finance/debt advice as well as education, employment and training and signposting to specialist mental health support at the Armed Forces Hub.</p>			
4.2	Opportunities for employment Spouses and partners of Serving personnel are aware of local opportunities for suitable employment					
4.3	Defence Employer Recognition Scheme Local businesses/organisations are encouraged to sign the Armed Forces Covenant					
4.4	Financial awareness Service leavers, veterans and their families have financial awareness and access to debt advice					
LOCAL STANDARD 5: Collaboration, Awareness and Recognition of the Armed Forces Covenant (CAR)						
No.	Standard	Area of Improvement	Agreed Action	Owner	Timescale	RAG rating
5.1	Collaboration	EXAMPLE: The North Lincolnshire Armed	Recommendations from the	All partners		

	Improved collaboration between organisations offers veterans coherent support	<p>Forces partnership has been in existence since 2018 and has worked together on a number of successful initiatives e.g.</p> <ul style="list-style-type: none"> • Re-signing of the local Armed Forces Covenant • Partners achieving Bronze, Silver and Gold in the Defence Employer Recognition Scheme • The North Lincolnshire Armed Forces Hub • Armed Forces Day • Veteran Aware accreditation • Shared learning • Joint action plans <p>North Lincolnshire Armed Forces Conversation 2022</p>	<p>NL AF Conversation 2022:</p> <p>It is indicated that people do not know about the North Lincolnshire Armed Forces Partnership and the organisations involved. It is recommended that there is awareness raising of the partnership and its work on the local Armed Forces Covenant.</p>			
5.2	<p>Awareness</p> <p>The local population are aware of the Armed Forces Covenant and value the Armed Forces community, understanding their diverse experiences and culture</p>					
5.3	<p>Recognition</p> <p>The local Armed Forces community feel that their service and experience is recognised and valued by society</p>					