

# Armed Forces Covenant in Kent Annual Review

County Council  
18 December 2025

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# Armed Forces Covenant in Kent

- Significant Armed Forces presence in Kent
- Parity, not positive discrimination
- Ethos – ‘Forces Friendly’ Authority
- Leading by example – KMCMPB ‘exemplar’
- Signed 2011, re-signed with Medway 2017
- Kent & Medway Civilian-Military Partnership Board awarded **Gold (2018)**  
**Gold (2023)**

**Only UK CMPB with a Unitary**



EMPLOYER  
RECOGNITION  
SCHEME

GOLD AWARD



# The Armed Forces Act 2021

**The Armed Forces Covenant was enshrined in law in November 2022 – after Statutory Guidelines passed by Parliament**

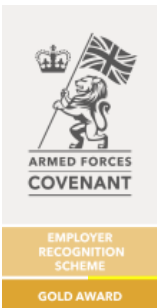
Requires all **Public Bodies** including LAs, CCGs, NHS Trusts and Schools to show ‘**due regard**’ and **consistency** in the provision of following services:-

- \*Education
- \*Healthcare
- \*Housing and Homelessness

**Ensures no one disadvantaged  
because of their service to the Nation**

**Councils will need to consciously consider the Armed  
Forces Community when developing policy and decisions**

<https://www.youtube.com/watch?v=ivdWNh2JRQ4>



**\*New Armed Forces Act in 2026 to strengthen Covenant\***



# The Armed Forces Act 2021

## Housing

- Allocation of social housing
- Tenancy strategies
- Homelessness
- Disabled Facilities Grants

## Education

- Admissions
- Attainment
- Wellbeing
- School Transport
- Attendance
- SEND
- Service Pupil Premium (**£350**)
- **“Arrive Late – Leave Early”**

## Healthcare

Including:

- NHS Primary Care, NHS Dental, NHS optometry and public health screening
- NHS Secondary Care
- Local authority delivered healthcare incl. sexual health, drug and alcohol services

## • **GP Veteran Friendly Practices**

## **Covering:**

- Provision of services
- Planning and funding
- Co-operation between bodies and professionals



EMPLOYER RECOGNITION SCHEME

GOLD AWARD WINNER 2018

Proudly supporting those who serve.  
Record number of winners.



# What Kent is doing to help?

- Established KMCMPB to bring partners together to address issues – **Richard Palmer** chairs
- Gave **HMS Kent** – The Freedom of Kent
- Awareness of Service Charities with Services especially Adult Social Care – **Did you serve?**
- Relationship between Admissions and 11 Brigade over planned moves e.g. involving the **Gurkhas**
- Link to Career Transition Partnership for vacancies
- Support to **Reservists** working for Kent
- Helping to attract **Cadet Adult Volunteers**



EMPLOYER RECOGNITION SCHEME

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# Armed Forces Community in Kent

- Extremely resilient community
- Kent & Medway Research
- Specific issues that can be faced:
  - Education – School Places and Syllabus Variance -
  - Housing – Near Units and Bases
  - Health – Access to GPs and NHS Dentists / GP Veteran Friendly
  - Stable Spousal Employment – Frequent Moves = Gaps in CVs
  - Employment for Service Leavers & Reservists
  - Debt and Loneliness = **Circle of Despair**
- Task Groups
  - Recognise & Remember
  - Employment & Skills
  - Unit Welfare Officers



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# 'Forces Connect' SE Signposting App

On MoD Defence Gateway and MODNet

**Available for free to download. Search 'Forces Connect' in your app store now!**

**And Online: [www.ForcesConnect.co.uk](http://www.ForcesConnect.co.uk)**

Signposting and connecting the entire Armed Forces Community as well as public sector/not-for-profit practitioners to the right

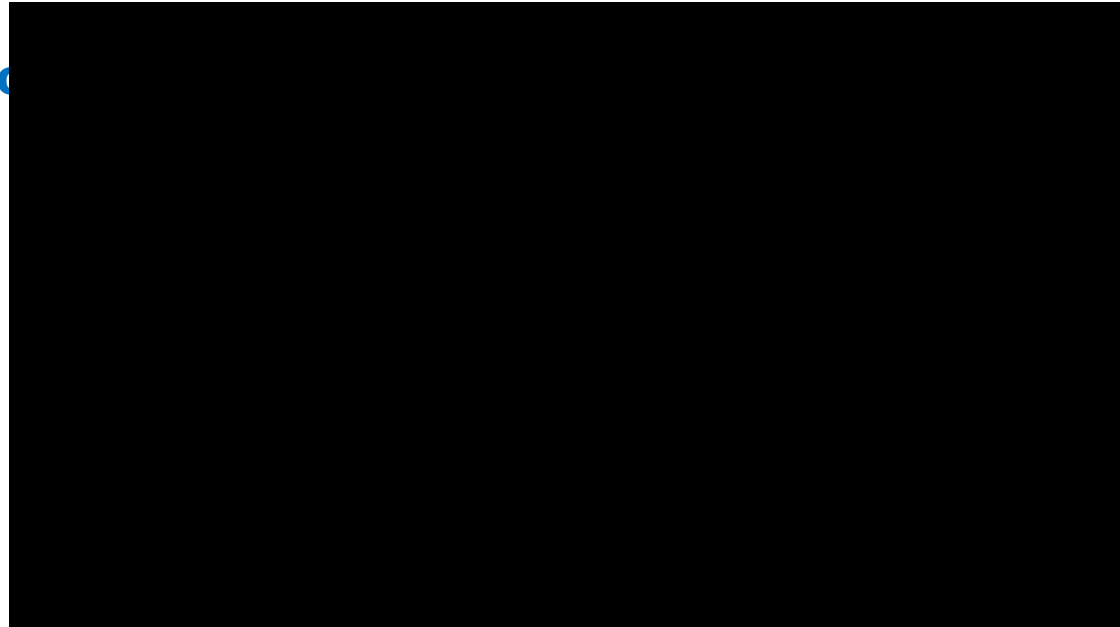
- services for support and advice.

Using data from the NHS Armed Forces Networks Referral Pathways.

Commissioned by Forces Connect South-East and developed by **Kent County Council**, the Wow Factory – now Folio3.

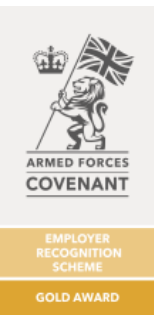
**And Online: [www.ForcesConnect.co.uk](http://www.ForcesConnect.co.uk)**

For more information contact: [FCSE@surreycc.gov.uk](mailto:FCSE@surreycc.gov.uk)



# What We Have Achieved

- School Admissions
- Housing Eligibility & Partnership with Health
- Developed a network of trained champions
- Regular Chatham House UW Officer Meetings
- Brunei rebasing - 2RGR/**1RGR** Swap in 2025
- **Veterans Hubs** and Kent Sheds
- Annual **11<sup>th</sup>** Kent & Medway Covenant Conference 2025 (**140** in person)





# Work Within Kent County Council

- E-learning training module – **1215** passed
- Peer Support Group Network
- Kent County Council Reservist HR Policy
- Cementing KCCs Links with **The Brigade of Gurkhas**
- Reserves Day planned – **24 February 2026**
- Increasing support of celebratory and commemorative events – **VE Day 80** and **VJ Day 80** – **Lord-Lt diary**
- Supporting and growing Covenants Bids – **£25k Forces Connect Training**



# Moving Forward

- Continuous improvement
- Military Friendly employer: **Gold** since 2018
- Even closer working with Armed Forces, Cadets, Charities, Wider VCS and Partners
- Work with Kent Businesses and Kent Ambassadors
- Embedding good practice business as usual
- Contact the team... **@KentArmedForces**



[ArmedForces@kent.gov.uk](mailto:ArmedForces@kent.gov.uk)



[www.kent.gov.uk/armedforces](http://www.kent.gov.uk/armedforces)



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