

Appendix 1: Summary of Armed Forces & Reservist Support from Services

Service Area	Current Actions	Future Actions/ Further Exploration
Regulatory & Regeneration	Democratic Services: Organises and funds the annual Armed Forces Day Parade and Service being held in 2022 in the Clydebank Town Hall.	
Resources	Housing Benefit/Council Tax Benefit: The Council fully disregard the war disablement pension and war widows pensions when calculating Housing Benefit/Council Tax Benefit entitlement. The national disregard is only £10 however the Council took a decision many years ago to fully disregard these payments.	
Supplies, Distribution and Property.	Procurement: supports veterans through the Council's procurement spend in that the Council has contracts with a number of companies who have employed veterans. Building Services have experience of supporting employees in their teams who served in the armed services reserves and/or who support the Cadets including provision of leave in line with agreed policy.	
Housing and Employability	Housing Operations: Within the Council's Housing Allocation, applicants serving in the Armed Forces who are leaving the armed forces by a specific date and have been seriously injured and require adapted housing will be assessed and points awarded accordingly. Applicants in these circumstances can also apply directly to Homeless services for support with housing.	

	<p>Tied Accommodation points can also be awarded to applicants if they reside in a house that a condition of employment.</p> <p>Housing Development: Linked to the Local Housing Strategy/Rapid Rehousing Transition Plan have developed pathways for those applicants leaving the armed forces ensuring that they are provided with secure tenancies promptly and not routinely provided with temporary homeless accommodation. As part of the wider Armed Forces Protocol we also ensure that those previously in the armed forces and find themselves at risk of homelessness are supported where necessary to ensure a sustainable housing solution.</p>	
Health & Social Care Partnership	<p>Mental Health Services: In West Dunbartonshire Mental Health services, veterans are identified at the point of assessment by asking every person directly if they have been or are serving currently in the armed forces. There are close links with specialist mental health support services. Appropriate interventions are identified and the person directed for treatment to the most appropriate service.</p> <p>Musculoskeletal Physiotherapy (MSK): MSK prioritise Armed forces patients who have an injury sustained as a result of military service (built into self-referral form) which would prompt at urgent appointment.</p>	<p>Mental health Services Willing to connect with Armed Forces network to consider improvements to the service user group.</p>
People & Technology	People & Change:	People & Change:

	<p>Co-ordinates and monitors the Council's activity around the award criteria and maintains a relationship with the National Account Manager, attending the Highland Gold Award and Gold Network Meetings in turn engaging with other Gold Award recipients to share best practice.</p> <p>Support is provided to services in relation to their objectives under the criteria to ensure a joined up approach and that outcomes can be evidenced. Responsible for meeting the criteria around recruitment and advertising including being present as an employer on the Career Transition Partnership (CTP) and Forces Families Jobs (FFJ) portal and ensuring the Gold Award logo is displayed on West Dunbartonshire Council homepage for My Job Scotland.</p> <p>Responsible for the review and promotion of policies in relation to recruitment and employment in support of Reservists and Veterans.</p>	<p>Further employee engagement and awareness raising for support mechanisms for veterans, reservists and family members.</p> <p>Prior to Covid Support Groups were available to provide an opportunity for Reservists, Ex Forces Personnel and those employees whose spouses or partners are serving in the Armed Forces to meet socially with other staff with shared experiences, raise any issues relating to work and their duties and provide peer support and guidance to each other. Further investigation will commence as to whether employees would benefit from these groups again.</p> <p>Promotion of Armed Forces Covenant through recruitment practices and policy in particular actions to come out of the People First Agenda with the aim to be an employer of choice.</p> <p>Continue to develop links and support services to undertake activities under the Armed Forces Covenant.</p>
Citizen, Culture and Facilities	<p>Communications Team: Work with People and Change to highlight the Armed Forces Covenant as well as supporting the promotion of the annual Armed Forces Day and Parade, which recognises the enormous contribution and sacrifices that members of the Armed Forces and their families make every day for the safety and security of our country.</p> <p>The local history, museum and archive collections holds a range of documents and memorabilia that tell the story of the contribution made by</p>	<p>The local history, museum Arts and Heritage Team</p> <p>Will continue to build on previous projects that seek to preserve and share the stories of our armed forces. We will continue to grow our local history, museum and archive collections with relevant acquisitions and donations. We will continue to undertake and encourage collections-based research to increase knowledge and awareness of the contribution and sacrifice made by West Dunbartonshire's veterans, including by developing our</p>

	<p>the men and women of West Dunbartonshire in service to their country. A number of resources have been developed that are available to schools and special interest groups, including handling kits that use real objects to prompt discussion, reflection and recollections on themes linked to the armed forces.</p>	<p>work with our schools and young people. We will explore opportunities to actively engage local veteran groups with programmed events and activities. As we develop the new museum space within the basement of Clydebank Library, we will ensure that the story of the Blitz is told by drawing on the lived experience of those who were there.</p>
<p>Education</p>	<p>Engages in national working groups and has collaborated with colleagues in Argyll and Bute Council and Faslane Naval Base. We have reviewed our provision against the Armed Forces Covenant and developed more effective communication materials to reflect the needs of the Armed Forces Community in education. Where service children need to move schools because of a service family relocating, we liaise closely with the previous – or future – school to ensure a smooth transition for service children with minimum disruption to their education. The service has produced an information and signposting website to support families experiencing change and transitions. We have taken action to raise awareness of the needs of the Armed Forces families with our education leaders and have started to monitor closely the attainment and wellbeing needs of children and young people with a parent in the Armed Forces.</p>	<p>There are plans to deliver training to head teachers this session on where they can access advice and support for families; and plans to establish a pupil ambassador for our Armed Services children and young people.</p>