



Hertfordshire Armed Forces Covenant Board meeting
Thursday 6 October 2022, 14:00-16:00
Location: MS Teams

Attendees:

- His Majesty's Lord-Lieutenant of Hertfordshire Mr Robert Voss CBE C Snt J
- Cllr Terry Douris, Chairman Hertfordshire Armed Forces Covenant Board
- Cllr Fiona Hill, Deputy Chairman Hertfordshire Armed Forces Covenant Board
- Ashley Lamprell, Hertfordshire County Council
- Kate Brierley, Hertfordshire County Council
- Cllr Steve McNamara, Welwyn Hatfield District Champion
- Cllr Simon Speller, Stevenage District Champion
- Cllr Paul Seeby, Broxbourne District Champion
- Cllr Jon Tankard, Three Rivers District Champion
- Cllr Jacqui Taylor, St Albans District Champion
- Cllr Judi Billing, North Herts District Champion
- Cllr Andrew Huggins, East Herts District Champion and Herts RBL Chairman
- Cllr Sarah Hodgson-Jones, Hertsmere District Champion
- Liz Burns, Veterans Support Group Abbots Langley
- WO1 Barry Smith, 254 Medical Regiment
- Col Clinton Read, Northwood HQ
- Lt Cdr Ian Dorward, HMS Wildfire
- Harper Brown, Herts and West Essex ICS
- Barrie Griffiths, East of England Veterans Advisory Pensions Committee
- Dr Oliver Pugh, HPFT
- John Phillips, Project Nova
- Louise Briggs, Veterans UK
- Katie Millman, HCT
- Vanessa Plumley, Royal Air Force Families Federation
- Jon Woodruffe, attending for Briege Leahy, Chamber of Commerce

Apologies:

- Cllr Julie Banks, Dacorum District Champion
- Hugh Ottewell, SSAFA Herts
- Briege Leahy, Hertfordshire Chamber of Commerce
- Angela Fox, Citizens Advice Dacorum
- Pete Frost, Hertfordshire Constabulary
- Paul Bishop, East Anglia Reserve Forces' and Cadet's Association
- WO Marcus Doona, Northwood HQ
- Leslie Billy, Viewpoint

Minutes

1	Welcome and introductions from the Chairman	Actions
	<p>Chairman, Cllr Terry Douris, welcomed attendees to the meeting, extending a specific welcome to His Majesty's Lord Lieutenant Robert Voss and to those attending this meeting for the first time.</p> <ul style="list-style-type: none"> • Col Clint Read, Commanding Officer, Northwood HQ • Cllr Steve McNamara, Welwyn Hatfield District Champion • Lt Cdr Ian Dorward, Commanding Officer, HMS Wildfire • Louise Briggs from Veterans UK <hr/> <p>POST MEETING NOTE</p> <hr/> <p>Board members may be aware that Colonel Keith Cockman of the RFCA Hertfordshire Committee retired from the Board in July this year after serving the Board since its formation.</p>	
2	Apologies and substitutions	
	<p>The Chairman noted the apologies and substitutions.</p> <p>The Chairman invited the Lord Lieutenant to say a few words. The Lord Lieutenant told the Board that the Lieutenancy has increased the number of Deputy Lieutenants and would want to attend as many Remembrance events as possible please. Those who are hosting events are requested to contact the Lieutenancy office regarding representation at the event.</p> <p>The Lord Lieutenant confirmed he is now His Majesty's Representative in Hertfordshire and recognised the late Queen's own Covenant with the Armed Forces. The Lord Lieutenant feels sure His Majesty will replicate this. The Lord Lieutenant thanked the Chairman for his invitation to join the Hertfordshire Armed Forces Covent Board and confirmed his acceptance.</p>	<p>All: Those hosting Remembrance events this year to please be in touch with the Office of the Lieutenancy regarding Deputy Lieutenants attending</p>
3	Minutes and actions from the previous meeting held 10 March 2022	
	<p>The Board agreed the minutes from 10 March were an accurate reflection of the meeting. The Chairman went through the actions and considered them complete. The Chairman asked Ashley Lamprell to find out if Cllr Julie Banks had found any housing issues in her area. Information included below as a post meeting note.</p>	

	<p>POST MEETING NOTE</p> <ul style="list-style-type: none"> • Cllr Julie Banks did not have any housing issues to report from Dacorum. • The Housing subgroup Chair is researching the housing policies of each District and Borough Council to understand how they may ensure no disadvantage for those in the Armed Forces Community. 	
4	<p>Standing item: The Military Perspective</p>	
	<p>The Chairman invited Col Clinton Read to share an update from Northwood HQ:</p> <ul style="list-style-type: none"> • Northwood HQ site continues to be busy with the respective Headquarters commanding all UK joint operations, for example the support that the UK is providing to Ukraine, and the HQ providing niche capabilities in support of Operation London Bridge. • On community engagement, Northwood HQ are working with Hertfordshire County Council on the Christmas Art competition and are delighted to be expanding the day of adventure prize offer to more children. There will now be a winner from each school year of KS2. • Col Read mentioned the challenges that defence is having with serving family accommodation which is consuming a lot of welfare capacity. • Col Read thanked the Board for the support. <p>The Chairman mentioned that education falls within his Executive Member portfolio and that Col Read can reach out to him for any additional support.</p> <p>Following this update there was a discussion about the challenges that some spouses of currently serving personnel can experience when seeking employment. Board members commented:</p> <ul style="list-style-type: none"> • Families Federations have experience in dealing with this issue. • Spousal employment is a workstream on the MOD families Strategy • Forces friendly jobs can be found via <ul style="list-style-type: none"> ○ Forces Families Jobs. ○ NHS Step into Health 	

- Defence Employer Recognition Scheme Gold Award winners or those who have signed the Covenant.

There was also a discussion about [housing training from the No Homeless Veterans campaign](#) which took place online on 20th October 2022.

Recently updated training on the Armed Forces Covenant is available - [The Armed Forces Covenant - Induction \(covenantfund.org.uk\)](#)

The Chairman invited Lt Cdr Ian Dorward, HMS Wildfire, to share an update:

- HMS Wildfire is a lodging unit at Northwood for Naval Reservists
- HMS Wildfire would continue to support Remembrance ceremonies through attendance.

The Chairman noted that it was a pleasure to attend the event in June this year celebrating HMS Wildfire and extended his congratulations to everyone involved. Lt Cdr Dorward said that they will be running the event again in June 2023.

POST MEETING NOTE

WO1 Barry Smith from 254 Medical Regiment was unable to give this update at the meeting. It is included here as a post meeting note.



- It is likely that the Hitchin detachment is going to be made into a Hospital Squadron. This means that a substantial increase in workforce, especially clinicians, will need to be recruited.
- Due to this increase our activity in the county will increase and as they will have permanent staff, they would like to support any suitable engagement activity.

Paul Bishop, East Anglia Reserve Forces' and Cadets' Association asked that this update be included as a post meeting note.

- As at 1 July 2022 the trained strength of the Reserves was 31,220, which is a decrease of 3.3% over the preceding 12 months. This is due to the decreased number of joiners and the increased number of leavers. The number of joiners was 4,000, a decrease of 28.4% and the number of leavers was 6,020, an increase of 11.3%. Trained strength movements by single Services have been: the Maritime Reserve a decrease of 2.4%; the Army Reserve a decrease of 3.8%; the RAF Reserve an increase of 0.9%.

All: Anyone with links into any medical facilities, NHS or private, please be in touch with Barry Smith regarding the Hitchin detachment being made into a Hospital Squadron

	<ul style="list-style-type: none"> • 4 mobilisation pilots have just started. Two of them are full mobilisation • Most Cadet Annual Camps were residential this year. The feedback received about the Cadet Experience was very positive. • The Government's Levelling Up White Paper contains a requirement for Independent Schools with CCF contingents to support State Schools. Further details are expected to follow. 	
5	Standing item: Positive contributions to supporting Armed Forces community from District Champions	
	<p>The Chairman invited Cllr Jacqui Taylor, St Albans City and District Council Champion, to share her experience about the work she has been doing on housing policy in St Albans City and District Council. Cllr Taylor shared a presentation.</p> <p>Following the presentation there was a discussion about Breakfast Clubs in Hertfordshire. It is planned that they will be added to the Veteran's Gateway as it appears to be a very successful way to reduce isolation for those in the armed forces community. A map of Armed Forces & Veterans Breakfast Clubs is available.</p>	
6	Veterans UK presentation	
	<p>The Chairman invited Louise Briggs, Regional Manager for Midlands and South Wales at Veterans UK to share her presentation about this important national service.</p> <p>Defence Transition Service (DTS) is run by the MOD's Veterans UK and is available to those who have served in the Armed Forces including Reservists.</p>	
7	Update: Health Subgroup progress report	
	<p>The Chairman invited Harper Brown, Chair of the Health Subgroup to share an update to the Board on the subgroup's progress since the last meeting.</p> <p>Harper Brown presented an update to the Board:</p>	

	<ul style="list-style-type: none"> • Single Point of Contact Pilot rolling out across Hertfordshire. Part of the reason that Hertfordshire was chosen for the Single Point of Contact pilot is because Hertfordshire is recognised nationally as operating an integrated approach. • Promoting the Veteran Friendly GP practice accreditation scheme. In Hertfordshire and west Essex there are 135 GP practices working in 34 PCNs. The subgroup’s target is to ensure at least 1 accredited Veteran Friendly practice per PCN. Currently there are 17 accredited practices. • In response to the Armed Forces Act 2021, the NHS Due regard Framework will be rolled out in 2023/24 to all Integrated Care Board within NHS England. <p>Following the presentation, it was mentioned that colleagues should aim to ensure that language about the Single Point of Contact and avoid veteran centric to include families.</p>	<p>Ashley Lamprell to share contact information about the Single Point of Contact service with the Board</p> <p>Ashley Lamprell to share the promotional flyer for GP practices when available</p>
8	Update: Housing Subgroup and TOR endorsement	
	<p>The Chairman invited the Board to endorse the Housing and Education Subgroups Terms of Reference. The following change was suggested and agreed:</p> <ul style="list-style-type: none"> • To include the phrase “recognising that special consideration is appropriate in some cases, especially for those such as the injured and bereaved” in the first aim of the Board. <p>The Board endorsed the Education Subgroup TORs:</p>  <p>ToReductionHAFC B2022.pdf</p> <p>The Board endorsed the Housing Subgroup TORs:</p>  <p>ToRHousingHAFCB 2022.pdf</p>	<p>Ashley Lamprell to ensure consistency of language in the Board’s aims across Hertfordshire Heroes communications</p>

	<p>The Board heard an update from Cllr Jacqui Taylor, Chair of the Housing Subgroup:</p> <p>Board members were encouraged to share the No Homeless Veteran campaign training taking place on 20th October and other resources available from the campaign.</p>	
9	Update: Education subgroup and TOR endorsement	
	<p>The Chairman invited Cllr Andrew Huggins, Chair of the Education subgroup to share an update with the Board.</p> <p>The Education subgroup is a team of three, along with the chair, made up of colleagues within the Education Teams at Hertfordshire County Council and Herts for Learning. The group has met twice, and two strands of work are emerging.</p> <ol style="list-style-type: none"> 1. Children and family in the Armed Forces Community. Discussing issues such as admissions policies, pupil premium, leave from school and a niche issue for in year admissions to Year 6 in the Southwest for some schools if 11+ testing deadlines are missed. Work is commencing to see what they can do for this group. 2. Lifelong learning for service leavers and families and to make sure they are aware of the resources and support available. <p>Anyone with suggestions on other work areas for this group, please get in touch with Cllr Huggins. Cllr Douris mentioned that Lifelong Learning is in his Executive Member portfolio along with Education and offered any assistance to the group.</p>	<p>All: if you have suggestions for work areas for Education subgroup please be in touch with Cllr Huggins via Ashley Lamprell</p>
10	Armed Forces Covenant legislation	
	<p>The Chairman invited Kate Brierley to share an update with the Board on the Armed Forces Act 2021 and take questions from Board members.</p> <p>Please email Hertfordshire.Heroes@Hertfordshire.gov.uk with any further questions.</p>	
11	Close	

<p>Cllr Terry Douris closed the meeting by thanking Board members for their participation and acknowledging the huge amount of ground that was covered in the meeting.</p> <p>He confirmed that the slides from the presentations would be shared with the minutes of the meeting and asked District and Borough Champions to share them with colleagues in District and Borough Councils.</p> <p>The next meeting will take place on 9 March 2023 14:00-16:00 and will be hybrid.</p>	<p>District and Borough Champions: Please share the presentations from today's meeting with colleagues at your Councils as appropriate</p>
---	---

For Action:

- Veterans' Gateway – Please be in touch with Ashley Lamprell if your organisation should be registered on the Veterans' Gateway. We are working on a project to ensure Hertfordshire organisations are well represented.
- If you have comments or additions regarding progress that your organisation has made towards the Board's action plan (inserted below), please send information to Ashley Lamprell.

For Information:

- [The Hertfordshire Armed Forces Covenant was reaffirmed during Armed Forces Week this year.](#) Marking 10 years since it was originally signed, local authorities, military leaders and representatives from NHS, Police, business, charities and military charities were invited by Board Chairman Councillor Douris to sign a renewed pledge to uphold the Hertfordshire Armed Forces Covenant. This document is on display in front reception in County Hall, Hertford.
- During Armed Forces Week 2022, Hertfordshire County Council launched the Armed Forces Veterans & Reservist (AFVR) Staff Network Group for county council staff. It is a community for staff members who serve or have served in the Armed Forces, whether Regular or Reserve as well as those colleagues who have a positive interest to support the Armed Forces Community and the principles of the Armed Forces Covenant. The group aims to create a sense of belonging by providing a safe forum to network, socialise, share, question, challenge and receive support and advice. The main goal is to translate discussions into tangible actions to improve the AFVR staff experience at Hertfordshire County Council.

- Hertfordshire County Council has launched the 2022 Hertfordshire Heroes Christmas Art competition open to all Key Stage 2 children in Hertfordshire schools. [Please our website for more information.](#)

Commemorative events 2022/23– for information only:

- Armistice Day is Friday 11th November 2022
- Remembrance Sunday is 13th November 2022

Please alert Ashley Lamprell to any others.