



Rural and Communities Overview and Scrutiny Committee

Wednesday, 10 December 2025

Report of Councillor Phil Dilks
Cabinet Member for Planning

Armed Forces Covenant Report 2025

Report Author

Debbie Nicholls, Armed Forces and Communications Officer

 debbie.nicholls@southkesteven.gov.uk

Purpose of Report

This report provides an update on the Council's actions to meet its responsibilities under the Armed Forces Act and the Armed Forces Covenant Duty. It provides an overview of achievements under the Council's Defence Employer Recognition Scheme Gold Award; highlights progress in the delivery of major projects, engagement and advocacy activity, and includes plans for the coming year.

Recommendations

The Committee is asked to:

1. Note the draft Armed Forces Covenant update and offer comment on the content.
2. Recommend the Cabinet Member for Planning publishes this information at the earliest opportunity.

Decision Information

Does the report contain any exempt or confidential information not for publication?	No
What are the relevant corporate priorities?	Connecting Communities Enabling Economic Opportunities Housing Effective Council
Which wards are impacted?	All Wards

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance and Procurement

- 1.1 There are no specific financial comments arising from this report. The Council provides funding for the post of Lincolnshire Armed Forces Community Covenant Officer alongside the other seven district councils of Lincolnshire along with the Integrated Care Board.

Completed by: David Scott – Assistant Director of Finance and Deputy s151officer.

Legal and Governance

- 1.2 There are no significant legal or governance implications arising from this report.

Completed by: James Welbourn, Democratic Services Manager

2. Background to the Report

- 2.1 Attached to this report at Appendix A is an Armed Forces Covenant update. This provides information on how the Council ensures compliance with its Armed Forces Covenant responsibilities.
- 2.2 Within the update provided at Appendix A, information is provided on the work of the Council's Armed Forces Officer, supported by the Council's Armed Forces Champion, to deliver the Council's advocacy and engagement commitments under its Gold Award status within the Defence Employer Recognition Scheme.

- 2.3 Appendix A also provides an overview of events and activity which have taken place during 2025 and includes actions for delivery during 2026.
- 2.4 To accompany this report Members of the Committee will receive a photographic power-point presentation illustrating the year's highlights.
- 2.5 In addition to the work undertaken by the Council's Armed Forces Officer, the Council also benefits from support provided by the Lincolnshire Armed Forces Officer. This role is currently funded collaboratively by the seven District Councils of Lincolnshire and the NHS.

3. Key Considerations

- 3.1 Appendix A provides an overview of actions taken to date and outlines forthcoming projects, activities and engagement opportunities. Members are asked to consider the content of this document and provide comment.
- 3.2 Members are also asked to note that the actions outlined within this report are delivered in support of the Council's current Gold Award status under the Defence Employer Recognition Scheme and will also provide evidence toward its re-application in 2027.

4. Other Options Considered

- 4.1 This report is for information therefore no other options were considered.

5. Reasons for the Recommendations

- 5.1 To inform Members of action taken to ensure the Council complies with its responsibilities under the Armed Forces Act 2021 and on actions taken to advocate for the military community under the Defence Employer Recognition Scheme.

6. Appendices

- 6.1 Appendix A – Draft Armed Forces Covenant Report 2025.