

**Wiltshire Council**

**Health and Wellbeing Board**

**26 January 2023**

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**Subject: Armed Forces Covenant Duty**

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**Executive Summary**

The Armed Forces Covenant is essentially a promise by the nation that the Armed Forces Community should be treated fairly and face no disadvantage when accessing public and commercial services, with special provision made in appropriate cases for those who have sacrificed the most. A new statutory duty commenced in autumn 2022 for healthcare, housing and education providers to have due regard to the Covenant and statutory guidance has been published to inform this.

**Proposal(s)**

It is recommended that the Board

- 1) notes the information presented on the implications of the new Armed Forces Covenant Duty;
- 2) notes Wiltshire Council's assessment of how it is meeting its commitments as a signatory to the Covenant and to the new Duty (appendix 1);
- 3) receives an update from the ICB on NHS activity to deliver the Duty;
- 4) agrees that partners continue to work together to consider how the Duty impacts on their services.

**Reason for Proposal**

To ensure that Board members are aware of the Covenant Duty and its implementation in Wiltshire.

**Lucy Townsend**  
**Corporate Director for People**  
**Wiltshire Council**

**Fiona Slevin-Brown**  
**Place Director – Wiltshire**  
**BSW Integrated Care Board**

**Subject: Armed Forces Covenant Duty**

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**Purpose of Report**

1. The report seeks to:
  - a. Provide information to the Health & Wellbeing Board on the implications of the new Armed Forces Covenant Duty;
  - b. Outline Wiltshire Council's plans to assess how it is meeting the Duty, and to highlight any changes that may be required to strengthen service; and
  - c. Invite partners to consider how the Duty will impact on their services.

**Relevance to the Health & Wellbeing Strategy**

2. The current Strategy highlights tackling inequalities as one of its four priorities. The new Duty will support the partners to consider how policies and services can be designed to ensure no disadvantage and improve outcomes for members of the Armed Forces Community.

**Background**

3. There is a new requirement for public bodies to have "due regard" to the Covenant. The Armed Forces Act 2021 introduced a new requirement for some public bodies, including the NHS and local authorities, to pay due regard to the principles of the Covenant when carrying out specific public functions in the areas of housing, healthcare and education.
4. The requirement commenced in the autumn and the government is planning to review the operation of the new duty across the UK in its 2023 Covenant annual report.
5. The new Duty builds upon the extensive work in response to the Armed Forces Covenant, launched in 2011, which encouraged local communities to support the service community and enhance understanding and awareness among the public of issues affecting the Armed Forces Community. Wiltshire Council, supported by its partners, was an early signatory of the Covenant, re-signing it most recently in June 2022.

6. The Wiltshire Council area is home to around a fifth of the British Army. There are currently 19,000 serving personnel across all branches of the Armed Forces, 19,000 dependents and approximately 31,378<sup>1</sup> veterans in Wiltshire (more than any other council area).

## Main Considerations

7. The Armed Forces Covenant is essentially a promise by the nation that the Armed Forces Community should be treated fairly and face no disadvantage when accessing public and commercial services, with special provision made in appropriate cases for those who have sacrificed the most. Since 2011, organisations have been encouraged to sign up voluntarily to this pledge to reduce disadvantage for the Community.
8. In 2021, the Armed Forces Act of 2006 was amended to enhance this promise for certain bodies so that it became a legal obligation, namely:

*When a specified body exercises a relevant function, it must have due regard to: (a) the unique obligations of, and sacrifices made by, the Armed Forces; (b) the principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the Armed Forces, and (c) the principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces.*

9. To support implementation of the new Duty, the Ministry of Defence (MOD) published [Statutory Guidance](#) which details how the new law applies and gives best practice examples for relevant authorities to consider.
10. The bodies specified in the Act, in England, are as follows:
  - Local authorities Governing bodies of maintained schools and further education institutions
  - Proprietors of Academies
  - Non-maintained special schools and special post-16 institutions
  - NHS England, integrated care boards, NHS Trusts and NHS Foundation Trusts
11. The relevant functions of these bodies in scope of the Duty, include the provision of services in the following main areas:

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<sup>1</sup> Office for National Statistics (ONS), released 10 November 2022, ONS website, statistical bulletin, [UK armed forces veterans, England and Wales: Census 2021](#)

Healthcare	<ul style="list-style-type: none"> <li>• Provision of services</li> <li>• Planning and funding</li> <li>• Co-operation between bodies and professionals</li> </ul> <p>These healthcare functions are within scope of the Duty in the following settings:</p> <ul style="list-style-type: none"> <li>• NHS Primary Care services, including general practice, community pharmacies, NHS dental, NHS optometry services and public health screening services.</li> <li>• NHS Secondary Care services, including urgent and emergency care, hospital and community services, specialist care, mental health services, and additional needs services (as applicable).</li> <li>• Local authority-delivered healthcare services, including sexual health services and drug and alcohol misuse services.</li> </ul>
Education	<ul style="list-style-type: none"> <li>• Admissions</li> <li>• Educational attainment and curriculum</li> <li>• Child wellbeing</li> <li>• Transport</li> <li>• Attendance</li> <li>• Additional needs support</li> <li>• Use of Service Pupil Premium funding (England only)</li> </ul> <p>These education functions are within scope of the Duty in compulsory education settings, that is, primary, secondary, and, for England only, compulsory further education. The Duty does not cover nursery (early years education), higher education, or other voluntary adult education settings.</p>
Housing	<ul style="list-style-type: none"> <li>• Allocations policy for social housing</li> <li>• Tenancy strategies (England only)</li> <li>• Homelessness</li> <li>• Disabled Facilities Grants</li> </ul>

12. The statutory guidance provides a range of best practice examples for each of these areas.
13. Private or third sector organisations are not in scope of the Duty, but the relevant services they provide will do so if they deliver under contract from a body that is.
14. The Act does not specify how a body must meet its obligations under the Duty, but the guidance suggests that bodies should have the appropriate mechanisms.
15. The Duty applies to the following members of the Armed Forces Community, collectively defined in the Act as 'service people':

- a. Members of the regular forces and the reserve forces;
- b. Members of British overseas territory forces who are subject to Service law;
- c. Former members of any of Her Majesty's forces who are ordinarily resident in the UK; and,
- d. Relevant family members.

## **Proposals**

16. The Board is asked:

- 1) To note the information presented on the implications of the new Armed Forces Covenant Duty;
- 2) To note Wiltshire Council's assessment of how it is meeting its commitments as a signatory to the Covenant and to the new Duty (appendix 1);
- 3) To receive an update presentation from the ICB on NHS activity to deliver the Duty;
- 4) To agree that partners continue to work together to consider how the Duty will impact on their services.

**Lucy Townsend, Corporate Director for People, Wiltshire Council**

**Fiona Slevin-Brown, Place Director for Wiltshire, BSW ICB**

Report Author: Will Oulton, **Corporate Support Manager**,  
[william.oulton@wiltshire.gov.uk](mailto:william.oulton@wiltshire.gov.uk) 01225 713935

13 January 2022

**Appendices – Wiltshire Council Assessment**

**Background Papers**

None

## **Appendix 1 – Wiltshire Council assessment of delivery on Covenant commitments and statutory duty**

### **Preface**

The National Armed Forces Covenant is a promise from the nation that those who serve or have served in the armed forces, and their families, are treated fairly, and not disadvantaged as a result of their service. Every council in the country has pledged that they will uphold the national Covenant through a local Community Covenant pledge. Newly introduced legislation will recognise their Service and ensure we as a Local Authority, do all we can to ensure they are treated fairly and not disadvantaged in their day-to-day lives. Wiltshire Council reaffirmed its pledge and the specific actions it will take at a [signing ceremony](#) with partners in June 2022.

Members of the armed forces community include:

- currently serving in the armed forces - either regular or reserve
- a veteran who served in the armed forces - either regular or reserve
- a member of the Merchant Navy who served on a commercial vessel in support of legally defined UK military operations
- a dependant - for example, the partner or child of someone who's currently serving in the armed forces, a veteran or a member of the Merchant Navy.

This legislation proposes a responsibility for us to have due regard to the principles of the Armed Forces Covenant (in a similar way to the consideration of the 9 protected groups in the Equality Act)

It applies to a specified list of public bodies when carrying out specific public functions in the areas of housing, healthcare and education. It requires those who are subject to it to consciously consider the Armed Forces Community, and the principles of the Covenant, when developing policy and making decisions in specified policy areas.

The Duty remains with the bodies responsible for the specific public functions, and it will ultimately be their responsibility to ensure that any organisations they partner with in the delivery of relevant functions are carrying out their work in accordance with the new Duty. The Covenant Duty enters into Force in Autumn 2022 with a government review in mid-2023.

This document assesses Wiltshire Council's implementation of covenant commitments on a rolling basis, together with the implementation of the Covenant Duty in public service delivery in Wiltshire.

## Promoting the Armed Forces

Actions	Commentary	Action owner
<i>Promoting our work, activities and events through our own digital and social media channels as well as working with the press</i>	Wiltshire Council has invested in Military Civilian Integration web pages aimed at providing information to the military community on: health, housing, welfare, schools, finance and employment opportunities and nurseries, as well as informing all residents of the military presence, plans and programmes that are underway.	Comms (Sean Chacksfield)
<i>Publishing our Covenant pledges on a dedicated Covenant section/page on our website and sharing best practice with other organisations</i>	<p><a href="#">Armed Forces Covenant - Wiltshire Council</a></p> <p>We are spreading best practice to other LAs (leading on various LGA initiatives, such as the close involvement of LAs in MOD estate disposal plans and processes) and through a SW network.</p>	Exec Office / Comms (Sean Chacksfield)
<i>Promoting the fact that we are an Armed Forces friendly organisation, to our staff, contractors, customers, suppliers and wider public.</i>	We continue to staff exhibition stands at events and highlight the military focused programmes that the council is involved in, for example, Higher Futures, The Enterprise Network and University Technology Colleges.	Recruitment (Georgi Bliha/Deborah Hughes) / Procurement
<i>Continuing to support the Military Civilian Integration partnership or similar engagement structures in Wiltshire.</i>	<p><a href="#">Military Civilian Integration Board</a> meets quarterly and its objectives are published on our website.</p> <p>Following the completion of the Army Rebasing programme, the MCI Board will review its objections in 2023. The Leader and Director of Place continue to strengthen ties through visits to bases.</p> <p>Following on from the recommendations of the LGA Peer Challenge, the Council will explore other opportunities for build on external partnership working, including with the Military and Civilian partners.</p>	Exec Office

## Veterans

Actions	Commentary	Action owner
<i>Working with and advertising vacancies through Career Transition Partnership (CTP), as well as advertising widely in the Armed Forces community, to ensure employment opportunities are made available to veterans</i>	Wiltshire Council has supported, promoted and participated in all the South West Transition Fairs and British Forces Resettlement Service (BFRS) events where businesses and service providers offer advice and support to service personnel planning their futures following their military career.	Recruitment (Georgi Bliha/Deborah Hughes)
<i>Welcoming Applications from and guaranteeing interviews with veterans who meet the essential criteria in the job specification</i>	We have a new military 'landing page' on our recruitment website designed for military leavers and families	Recruitment (Georgi Bliha/Deborah Hughes) and HR Policy (Leire Fernandez)
<i>Recognising military skills and qualifications in our recruitment and selection process and providing support for start up enterprises and self build initiatives.</i>	The Enterprise Network (TEN) is in place, a SWLEP-wide programme led by Wiltshire Council in partnership with Swindon Borough Council and private partners, to encourage start-up enterprises which particularly targets the military community as part of the programme.  Considering bespoke support required for female veterans	Recruitment (Georgi Bliha/Deborah Hughes)  Victoria Moloney



## Service Spouses and Partners

Actions	Commentary	Action owner
<i>Supporting the employment of Service spouses and partners by welcoming applications from spouses/partners who meet the criteria in the job specifications</i>	Wiltshire Council had the Defence Employer Recognition Scheme Gold Award renewed recently for pledging, demonstrating and advocating support to Defence and the Armed Forces Community and aligning their values with the Armed Forces Covenant.	Recruitment (Georgi Bliha/Deborah Hughes) and HR Policy (Gemma Morrison)  Exec Office
<i>Partnering with and advertising vacancies on Forces Families Jobs and Recruit for Spouses, as well as advertising widely within the Armed Forces community. Supporting bespoke skills programmes.</i>	Support the 'Higher Futures Programme' which the military community piloted for learners.	HR Policy (Gemma Morrison)  Mandy Timbrell
<i>Endeavouring to offer a degree of flexibility in granting leave for services spouses and partners before, during and after a partner's deployment</i>	Policies provide for career breaks for those whose partners have been deployed; and there is a social group for military spouses.	HR Policy (Gemma Morrison)

## Reserves

Actions	Commentary	Action owner
<i>Supporting our employees who are already members of the Reserve Force.</i>	Annual <a href="#">Armed Forces Reserves Day</a> is next taking place 21 <sup>st</sup> June 2023	HR Staff Engagement (Holly Powell)
<i>Granting an additional 10 days paid leave to our Reservist employees to support any mobilisation or annual training they may have</i>	We currently offer 2 weeks paid leave with additional time being unpaid) for reservists to attend training under our <a href="#">Reserve Forces policy</a> .	HR Policy (Gemma Morrison)
<i>Supporting any mobilisations and deployment</i>	The policy guarantees employment protection during any periods of deployment.	HR Policy (Gemma Morrison)

## Cadet Organisations

Actions	Commentary	Action owner
<i>Supporting our employees who are volunteer leaders in military cadet organisations</i>	Seeking further identification of staff involved in cadet organisations and survey of their needs	HR Policy (Gemma Morrison)
<i>Granting an additional 10 days paid leave to our CFAV employees to attend annual training camps and courses</i>	Wiltshire Council policy for cadet instructors gives two extra weeks' paid leave a year to attend annual training camp.	HR Policy (Gemma Morrison)
<i>Actively encouraging members of staff to become volunteer leaders in cadet organisations</i>	Volunteering policy in place	HR Policy (Gemma Morrison)
<i>Recognising the benefits of employing cadets/ex-cadets within the workforce</i>	WEX programme	HR

## National Events and Charities

Actions	Commentary	Action owner
<i>Supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities</i>	Annual remembrance promoted and observed	Comms (Sean Chacksfield)
<i>Supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist as well as engagement with their programmes</i>	Armed Forces Outreach Van continues to attend a range of events as outlined on the <a href="#">Outreach Calendar - Mobile Outreach - Forces Connect South West</a>	HR Policy (Gemma Morrison)  Outreach Officer (Andy Hadrick)
<i>Publicising Covenant commitments through our websites and other communications, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.</i>	<a href="#">Armed Forces Covenant - Wiltshire Council</a>	Comms (Sean Chacksfield)
<i>Providing input as required to the UK's Annual Report on the Covenant and the operation of the duty for public bodies to have due regard to the covenant.</i>	First full Annual Report covering the implementation of the duty is expected in late 2023.	Exec Office

## Children, Young People and Education

Actions	Commentary	Action owner
<p>Review schools admission policies for council schools so that families without a permanent address could apply for schools of their choice if they could demonstrate they were due to be posted to a unit in Wiltshire.</p>	<p>Policy is in place</p> <p>Considering engaging with the youth parliament on support required for service pupils</p>	<p>Debbie Clare</p>
<p>Engage school academies with their own admission policies and wider support for service children in school</p>	<p>A range of best practice material can be shared at Heads Forums including:</p> <ul style="list-style-type: none"> <li>○ <a href="#">SCiP Alliance</a></li> <li>○ <a href="#">Supporting Service Children in School: An Organisational Improvement Framework, iCeGS, University of Derby   SCiP Alliance</a></li> <li>○ <a href="#">The SCiP Alliance Hub Network   SCiP Alliance</a></li> <li>○ <a href="#">SCiP Alliance Map</a></li> <li>○ <a href="#">Use of Service Pupil Premium</a></li> </ul> <p>Schools can be also encouraged to report on their use of Service Pupil Premium spend.</p>	<p>Helean Hughes</p>
<p>Consider Armed Forces Friendly School accreditation</p>	<p>Drawing on WLGA criteria for this is being considered</p> <p><a href="#">Armed Forces friendly schools</a></p>	<p>Helean Hughes</p>
<p>Gather information on pupils and looked after children from the service community e.g. on attainment and outcomes.</p>	<p>It may be possible to work with universities on longitudinal cohort studies on educational outcomes and this will be explored. This can also be considered as part of the data gathering on SPP and through smaller cohorts such as LAC.</p>	<p>Helean Hughes Kathryn Davis (LAC)</p>
<p>Ensure that educational organisations are aware of their responsibilities in accordance with the duties e.g. that children are not disadvantaged from after school activities if they have started late; or attendance policies apply fairly to families.</p>	<p>This can be considered through Heads Forums.</p>	<p>Helean Hughes</p>

Actions	Commentary	Action owner
Ensure that relevant children and young people have access to Health and Wellbeing services, and that those services are aware of their needs.	This will continue to be addressed through our commissioning processes with the NHS on children's community health services.	Commissioning/ Mel Nicolau
Confirm that there is a transfer process which ensures that appropriate safeguarding information is shared between parties when children and families move, and that professionals are aware of the relevant resources.	We have a robust process in place that ensures that children that subject a Child Protection Plans there is a transfer process which ensures that appropriate safeguarding information is shared between parties when children and families move. Further work to discuss how professionals can improve their understanding of the community and individual's needs through better data monitoring and professional development,	Jen Salter/ Fiona Hayward
Ensure that school transport provision does not disadvantage families who have had to move due to military service.	There is no disadvantage to military families in applying under our <a href="#">education transport policy</a> .	Jason Salter

## Housing

Actions	Commentary	Action owner
Review local connection policy	<p>Policy ensures there is no disadvantage in accessing social housing if they are unable to demonstrate a local connection (applies if they are a serving member, or Veteran who have been out of the military for 5 years or less, bereaved spouses, and existing or former reservists suffering from injury, illness or disability attributable to their service (this is now a requirement for all local housing authorities as a result of the Covenant but was adopted early in Wiltshire).</p> <p><a href="https://www.homes4wiltshire.co.uk">Wiltshire Council Allocations Policy - Wiltshire (homes4wiltshire.co.uk)</a></p>	Housing – Nicole Smith
Support Self-Build projects	<p>The Alabaré Veterans Self-Build <a href="#">project</a> is being supported by housing developer Lovell, affordable housing provider Stonewater and Wiltshire Council who have recently set up the project training veterans to build their own homes at Drummond Park in Wiltshire. The new five-year scheme will create 15 new homes for individuals and veteran families.</p>	
Ensure that the Council is aware of who is using their housing services who are members of the Armed Forces Community to help to improve the way in which their needs are met.	<p>When a resident approaches our services for housing advice or support the advisor would always ask if they or an immediate family member is from the Armed Forces as the options available are different due to the large number of charitable and other services which are dedicated to meet the needs of this community</p>	Nicole Smith
Ensure that the Tenancy Strategy is reviewed to take into account the Duty.	<p>The Tenancy Strategy was adopted in 2016 and it hasn't been updated since. All housing providers are required to develop tenancy policies that would consider the type of tenancies they will offer and how they will take into consideration individual needs. As an authority all our stock is allocated in line with the allocation policy in which ensures no disadvantage to those from the Armed Forces by not requiring them to have a local connection to Wiltshire</p>	Guy Tribbeck

Actions	Commentary	Action owner
Ensure that homeless services and advice are tailored to take account of the needs of the Community.	If a member of the Armed Forces approaches Wiltshire Council as homeless or threatened with homelessness they would be referred to our dedicated Armed Forces Housing Solutions Officer to ensure that consistent and robust support and advice is provided which is tailored to meet the needs of this community	Nicole Smith
Ensure that Disable Facilities Grant policy and processes do not disadvantage the Community.	When processing DFGs we fully disregard war pensions when carrying out financial assessments as well as compensation payments for injuries which ensures they are not disadvantage for receiving these payments.	Nicole Smith



## Health

Wiltshire Council will work with its partners on the Health and Wellbeing Board to support the delivery of due regard to the duty

Actions	Commentary	Action owner
Engage with Healthwatch Wiltshire on the experience of those serving and their families	Healthwatch Wiltshire could be asked to consider a similar report to this: <a href="#">What matters to veterans?   Healthwatch</a>	Commissioning team
Engage with NHS BSW ICS on elective care waiting lists and dentist waiting lists for military families	Schedule item for future update at Health and Wellbeing Board Note NHS Forward View <a href="#">guidance</a> .	NHS/ VHCA
Engage with NHSE on specialised commissioning healthcare commissioning for military families	Schedule item for future update at Health and Wellbeing Board	NHS/ VHCA
Ensure that Joint Strategy Needs Assessment is taking account of the needs of the Armed Forces Community	The recent <a href="#">Wiltshire JSNA</a> does not specifically cover the military as it is a Wiltshire overview. Specifics HNAs undertaken by PH do consider the military, published HNAs can be found <a href="#">here</a> . There are plans to undertake a new HNA which will have a focus on military populations - timing and elements to be confirmed - but there is an opportunity to undertake further analysis on the recent census data that included a question on veterans for the first time.	Kate Blackburn
Ensure that there is a mechanism for Health Care provision to be reviewed when the needs of the Armed Forces Community changes, including during deployment/rebasing changes, and that the impact of any service changes on the community is considered	<p>The NHS across BSW and particularly in Wiltshire has an enduring relationship with the Armed Forces and has historically partnered with them to support and facilitate Forces colleagues and their families during deployment and rebasing activities – this includes the significant period of change and repatriation over the last 10 years.</p> <p>In response to evolving community needs, the NHS has recently opened a <a href="#">shared health centre</a> with the Military at Larkhill and will continue to explore options for joint and shared working.</p> <p>The Wiltshire Integrated Care Alliance is building a network of Neighbourhood Collaboratives to bring people together across communities to respond to local community needs and population health gaps – colleagues and</p>	Kate Blackburn (for HNAs) with Fiona Slevin-Brown (BSW ICB)

Actions	Commentary	Action owner
	<p>community representatives from the Armed Forces will be key partners in these groups.</p> <p>Additionally, the Military is invited to join the 'Connecting with Our Communities' group (first meeting in February) which aims to ensure community views are reflected in service development and redesign from the ground up.</p>	
<p>Ensure that health services are collecting data on members of the Community who are accessing services to better understand their issues.</p>	<p>Deep dives could be undertaken with primary care partners drawing on HNA data and census data to understand identification gaps.</p> <p>New population health tools and systems (currently rolling out) allow partners across Wiltshire to understand population needs, inequalities and unmet needs. Whilst this does not yet specifically allow for identification of military service personnel or their families, this is logged as an area of development in the ongoing programme. The tools can however be used to investigate areas of concern or specific need for military communities.</p> <p>GP practices, community services and hospitals all collect data in relation to the military community – this is used to inform service development and planning. NHS services will be supported in ensuring optimal of snomed codes and recording if those encountered in primary care are veterans or serving.</p>	<p>Kate Blackburn with Fiona Slevin-Brown</p>
<p>Ensure that healthcare professionals are aware of treatment requirements and the service provision available for the Community</p>	<p>Schedule item for future update at Health and Wellbeing Board</p> <p>ICB approval of an Armed Forces Single Point of Access (SPOA) is expected 6/2/23. This will run as a pilot (with support from national funding) from 1<sup>st</sup> March 2023 to August 2024. The pilot runs across BSW but will be centred in Wiltshire. This SPOA will have dedicated staff who will work to identify and support military service colleagues as they navigate through the health system to progress their pathway. The SPOA will also inform <a href="#">training</a> needs for healthcare staff about armed forces issues.</p>	<p>NHS/ VHCA Fiona Slevin-Brown</p>

Actions	Commentary	Action owner
Consider where it is appropriate to offer priority access e.g. due to particular stress.	<p>Schedule item for future update at Health and Wellbeing Board</p> <p>There are existing links with Military services to ensure appropriate prioritisation and access to services based on clinical need – however this action will be fully reviewed to determine if additional steps are needed.</p>	<p>NHS/ VHCA Fiona Slevin-Brown</p>
Ensure that members of the Community are not disadvantaged due to geographical moves: e.g. on waiting lists; or maintaining existing relationships with Healthcare professionals	<p>Schedule item for future update at Health and Wellbeing Board</p> <p>There are existing links with Military services to ensure the community are not disadvantaged as a result of transfers or location changes – however this action will be fully reviewed to determine if additional steps are needed.</p>	<p>NHS/ VHCA Fiona Slevin-Brown</p>
Ensure that the Community has access to information about the provision of services including bespoke/tailored services.	<p>Schedule item for future update at Health and Wellbeing Board</p> <p>There are existing links with Military services to distribute and share information – however this action will be fully reviewed to determine if additional steps are needed.</p>	<p>NHS/ VHCA Fiona Slevin-Brown</p>
Ensure that data is transferred between services to ensure that there are no delays/breaks in provision e.g. where some moves geographically, or leaves the military.	<p>Schedule item for future update at Health and Wellbeing Board</p> <p>There are existing links with Military services to ensure that data is transferred accurately and immediately – however this action will be fully reviewed to determine if additional steps are needed.</p>	<p>NHS/ VHCA Fiona Slevin-Brown</p>
Ensure that all services are acting on any health data on the provision of services to the Forces Community to ensure that barriers are reduced	<p>Schedule item for future update at Health and Wellbeing Board</p> <p>Public Health Commissioned services are: Sexual Health; Substance misuse; Domestic Abuse; Health Improvement Coaches; Health Visiting PH nurses; Health Checks; Warm and Safe; Specialist Health in Pregnancy; Baby Steps; Specialist weight management services; Health Movers; FUEL</p> <p>Evidence on service use is considered as part of the commissioning process.</p>	<p>NHS/ VHCA  Kate Blackburn/ Hayley Morgan</p>

### Other service considerations – Social care

Actions	Commentary	Action owner
Support for fostering	<p>A targeted campaign promoting fostering in military families has resulted in an increase in the number of military families choosing to foster in Wiltshire. Previously, fostering in the military had been low due to the transient nature of military life.</p>	Jen Salter
Adult Social Care assessments	<p>In adult social care, Wiltshire fully disregard war pensions in social care financial assessments. There is also already a disregard in place for Guaranteed Income Payments (which compensate for future loss of earnings upon discharge); and compensation payments for injuries can also not be taken into account in the means testing (although the services they provide and any unmet need can be considered in the social care eligibility assessment, however).</p> <p>When there are cases where care and support needs are not factored into consideration properly in the compensation payment, the result can be a need to fund a large package of care for that person, should they be ordinarily resident in Wiltshire. This has happened on several occasions historically and leads to budget pressures in adult social care as a consequence, as they are unplanned costs. We continue to raise this issue with government.</p>	Emma Legg