



Broxtowe  
Borough  
COUNCIL

# **INTERVIEWS FOR ARMED FORCES VETERANS**

**CONTENTS**

1. Introduction and Background .....3

2. How does the scheme work? .....4

## **INTERVIEWS FOR ARMED FORCES VETERANS**

### **1. Introduction and Background**

A Community Covenant was signed in January 2012 between Broxtowe Borough Council, Partner organisations, the civilian community of the borough and the Armed Forces community within Broxtowe. The Community Covenant is a voluntary statement of mutual support.

The Armed Forces Covenant sets out the relationship between the nation, the government and the armed forces. It recognises that the whole nation has a moral obligation to current and former members of the armed forces and their families, and it sets out how they should expect to be treated.

One of the key measures of the Armed Forces Covenant was the launch of a Community Covenant Scheme whose aims include:

- to encourage local communities to support the Armed Forces Community in their areas, and vice-versa
- to promote understanding and awareness amongst the public of issues affecting the Armed Forces Community
- to recognise and remember the sacrifices made by the Armed Forces Community
- to encourage activities which help to integrate the Armed Forces Community into local life.

In November 2018, Broxtowe Borough Council were awarded Bronze certification for the Armed Forces Employer Recognition Scheme (ERS). The award is in recognition of an organisation's statement of intent to support defence personnel. The ERS recognises commitment and support from UK employers for defence personnel and as a supporter of the Armed Forces Covenant, the Council is proud to further its commitment to those in the Armed Forces or are veterans.

This scheme is designed to continue the Council's support to the Armed Forces Community in the Borough.

According to the Career Transition Partnership Annual Statistics 2018/19 (based on UK Regular Service Personnel gaining employment within six months of leaving the Armed Forces) – up to 14% are either unemployed or economically inactive. This scheme is designed to support those struggling to gain employment with a guaranteed interview should they meet the minimum essential criteria of a job role at Broxtowe Borough Council.

## 2. How does the scheme work?

When a veteran applies for a job, they will be able to indicate on the application form their veteran status. A guaranteed interview will be offered to veterans, provided that the veteran:

- is currently serving in the armed forces and is within 12 weeks of their discharge date
- meets the essential criteria of the Person Specification for an advertised role.

Or alternately:

- the armed forces were the veteran's last long-term employer
- no more than 3 years has elapsed since the veteran left the armed forces
- the veteran meets the essential criteria of the Person Specification for an advertised role.

These criteria will be applied so as to create a longer shortlist of candidates than might otherwise arise. No candidate will be displaced from a shortlist by the application of the scheme.

The scheme is **not** a guaranteed job for veterans. Selection procedures will still ensure the best candidate for the job is appointed, based on objective criteria in the role profile.

This scheme should be read in conjunction with the Council's Recruitment and Selection Criteria Policy.