

<b>Report title</b>	<b>Reserve Forces Policy</b>
<b>Report author</b>	Tony Bryant
<b>Department</b>	Human Resources
<b>Exempt?</b>	No
<b>Exemption type</b>	“not applicable”.
<b>Reasons for exemption</b>	“not applicable”.

**Purpose of report:**

**Please select one of the following and delete the remaining options.**

- **To recommend to full Council**

**Synopsis of report:**

In order to be part of the Gold Award Alumni Group of the Armed Forces Covenant we needed to make some amendments to our current policy. In particular, we need to provide support to for Civilian Instructors who support the relevant Cadet Forces to enable them to attend Annual Camp. We have also taken the opportunity to clarify the position regarding mobilisation.

**Recommendation(s):**

**That the Corporate Management Committee recommend the revised policy be adopted by the Full Council.**

**1. Context and background of report**

1.1 Runnymede has a history of being supportive of our reserve forces.

**2. Report and, where applicable, options considered and recommended**

2.1 In a changing international environment it is an appropriate time to update this policy.

**3. Policy framework implications**

3.1 Currently the numbers this policy directly effects is small but it is hoped that by making these changes Runnymede becomes a more attractive option for veterans.

**4 Resource implications/Value for Money (where applicable) (Have you consulted finance?)**

4.1 Where applicable give resource implications of suggested course of action: -

- At this time we do not believe we have anyone who will directly benefit from these changes.

## **5. Legal implications**

- 5.1 The changes to the policy do not positively or adversely impact on our legal obligations. The Reserve Forces (Safeguard of Employment) Act 1985, provides protection for a Reservist by making it unlawful for their contract of employment to be terminated without their consent solely or mainly because they have a liability to be mobilised.

## **6. Equality implications**

- 6.1 By encouraging veterans to see Runnymede as a positive place to work will only enhance diversity and inclusion.

## **7. Environmental/Sustainability/Biodiversity implications**

- 7.1 No implications

## **8. Risk Implications**

- 8.1 At this time the very small number of people who would benefit from the policy are very unlikely to create a risk of loss of resource that would materially impact on services.

## **9. Other implications (where applicable)**

- 9.1 None

## **10. Timetable for Implementation**

- 10.1 Effective from 1<sup>st</sup> December 2023

## **11. Background papers**

- Policy attached