



Company Name

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

Company Name

Signed:

Name:

Position:

Date:

Add company logo

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
His Majesty's Government

— and —

All those who serve or have served in the Armed Forces of the Crown

And their Families

The first duty of Government is the defence of the realm. Our Armed Forces fulfil that responsibility on behalf of the Government, sacrificing some civilian freedoms, facing danger and, sometimes, suffering serious injury or death as a result of their duty. Families also play a vital role in supporting the operational effectiveness of our Armed Forces. In return, the whole nation has a moral obligation to the members of the Naval Service, the Army and the Royal Air Force, together with their families. They deserve our respect and support, and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved.

This obligation involves the whole of society: it includes voluntary and charitable bodies, private organisations, and the actions of individuals in supporting the Armed Forces. Recognising those who have performed military duty unites the country and demonstrates the value of their contribution. This has no greater expression than in upholding this Covenant.

Section 1: Principles of the Armed Forces Covenant

1.1 We **Company Name** will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *no member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *In some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:**

Promoting our work, activities and events through our own digital and social media channels as well as working with the press

Publishing our Covenant pledges on a dedicated Covenant section/page on our website

Promoting the fact that we are an Armed Forces friendly organisation, to our staff, contractors, customers, suppliers and wider public

- **Veterans:**

Working with and advertising vacancies through Career Transition Partnership (CTP), to ensure employment opportunities are made available to veterans.

*There are no fees involved in advertising with CTP.
Contact details will be provided.*

Guaranteeing interviews with veterans who meet the essential criteria in the job specification.

Recognising military skills and qualifications in our recruitment and selection process.

Asked about military skills and qualifications and if they are equivalent to educational ones like A levels, NVQs, degrees etc. Answer received:

Some of their qualifications will be equivalent to educational ones but its about having the knowledge about the roles Veterans have had within their service and understanding those transferrable skills these individuals will bring into a civilian workplace. When working with Career transition Partnership they should also be able to support answering any questions you may have during a recruitment process.

- **Service Spouses & Partners:**

Guaranteeing interviews with military spouses/partners who meet the essential criteria in the job specifications.

Partnering with and advertising vacancies on Forces Families Jobs, to ensure employment opportunities are made available to Service Spouses & Partners.

There are no fees involved in advertising with Forces Families Jobs.

Contact details will be provided.

Endeavouring to offer a degree of flexibility in granting leave for services spouses and partners before, during and after a partner's deployment.

- **Reserves:**

Supporting our employees who are already members of the Reserve Force.

Clerk asked what is the expectation of support for staff who volunteer? Answer received: This is down to the organisation to discuss internally and agree to, for example if you already have policies in place for volunteering days it's making it clear that these days/hours could be used towards this. If not, you may look to write a policy to include additional hours/days of leave to accommodate this. Again, you do not need to include this within your Covenant.

Granting 2 weeks additional paid leave to our Reservist employees to support annual training and courses.

Guaranteeing interviews with Reservists who meet the essential criteria in the job specifications.

- **Cadet Force Adult Volunteers:**

Supporting our employees who are volunteer leaders in military cadet organisations.

See answer for Reserves above.

Granting 2 weeks additional paid leave to our Cadet Force Adult Volunteer employees to attend annual training and courses.

Actively encouraging members of staff to become volunteer leaders in cadet organisations.

Recognising the benefits of employing cadets/ex-cadets within the workforce.

- **National Events:**

Supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities

- **Armed Forces Charities:**

Supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist

Clerk explained local councils are governed by legislation to support local but not national charities. MOD recommend removing this pledge.

- **Commercial Support:**

Offering a discount to members of the Armed Forces community and advertising this through the Defence Discount Services

To be removed as council has nothing to offer discount on.

- **Any additional commitments the company wishes to make:**

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.