



## Home-Start Telford & Wrekin

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**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:

**Home-Start Telford & Wrekin**

Signed:

A handwritten signature in black ink, appearing to read "Amanda".

Position: Trustee Chair, Home Start Telford & Wrekin

Date: August 2<sup>nd</sup> 2021



# The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom  
Her 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 because 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 **Home-Start Telford& Wrekin** 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 the fact that we are an Armed Forces-friendly organisation, to our staff, beneficiaries, and wider public, through our social media and recruitment process for any jobs/volunteering opportunities.
- **Armed Forces Community:** where possible provide employment and volunteering opportunities to anyone connected to the Armed Forces (serving, veterans, spouses & partners) who can commit the required time to Home-Start.
- **Flexibility:** endeavour to offer a degree of flexibility with working hours and leave arrangements, to allow service spouses and partners to spend quality time with their family before, during and after deployments.
- **Reserves:** support our employees who choose to be members of the Reserve Forces by accommodating their training and deployment where possible.
- **Cadet Organisations:** supporting our employees who choose to volunteer as leaders in military cadet organisations and allow flexibility where possible to attend training and annual camps.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day, and Remembrance activities.
- **Armed Forces Charities:** supporting Armed Forces charities in line with Home-Start objectives to support families with at least one child under the age of 5.

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. [Amend as appropriate]