



The Source Young People's Charity

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:

The Source Young People's Charity

Signed:

A handwritten signature in black ink, appearing to read "Jos Dunn". The signature is written in a cursive style and is underlined with two horizontal lines.

Position: Chair of Trustees

Date: 23rd September 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 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, **The Source Young People's Charity**, 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, customers, suppliers, contractors and wider public.
- **Service Spouses, Partners and Families:** supporting Service spouses, partners and their children by partnering with the Army Welfare Service and Army Welfare Community Support Team to identify gaps within the community support services before, during and after a partner or parent's deployment and to provide support to these families.
- **Cadet Organisations and Young Soldiers:** supporting members of staff to work with cadets, new recruits, and early service leavers to address mental health and social relationship issues and to build more stable emotional lives. This can be through a combination of counselling, mentoring, therapeutic mentoring, or other related approaches including social or sport activities.
- **National Events:** supporting Armed Forces Day, the Poppy Appeal and Remembrance activities;
- **Armed Forces Charities:** working with Armed Forces charities and military units to provide support and counselling for young service men and women and military families.

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