



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Kennedy Scott Ltd

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 Kennedy Scott Ltd

Signed: 

Name: Teresa Scott

Position Held: Founder, CEO

Date: 12th September 2014

KS
KENNEDY · SCOTT



Ministry
of Defence

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 Corporate Covenant

1.1 We Kennedy Scott Ltd 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 Kennedy Scott Ltd recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- ***promoting the fact that we are an armed forces-friendly organisation;***
 - *We will display the Corporate Covenant logo to accompany related news on our website.*
 - *We will display our pledge to The Armed Forces Corporate Covenant in our head office in Rickmansworth.*
 - *We will continue to promote the armed forces as a potential career choice to our customers.*
- ***seeking to support the employment of veterans young and old;***
 - *Upholding our equality & diversity values so that all individuals access the same support and guidance.*
 - *Raising awareness with the relevant Kennedy Scott staff about the transferrable skills and qualities that service people possess and how they will transfer into employment.*
 - *Preparing and supporting individuals for and into sustainable work.*
 - *Making staff aware of the potential challenges Veterans may find when transitioning from service to civilian life.*
 - *We value and recognise military skills and qualifications as part of the employment process and these will be considered when being put forward for an interview.*

- *Where suitable, we will invite for interview, all veteran applications who meet the job application criteria.*
- *We will encourage our customers to tell us if they have an armed forces background and we will take this into account when dealing with their individual case and when referring them to future employers.*
- ***striving to support the employment of Service spouses and partners;***
- *We will attempt to find alternative employment within the business in one of our other locations if an individual needs to move to accompany their spouse or partner.*
- *Supporting the employment of service spouses and partners through our principal business ethos of getting people prepared for and into sustainable work.*
- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
- *We will consider special paid leave is appropriate for employees who are bereaved or whose spouse/partner is injured.*
- *We will sympathetically review requests for holidays before, during, and after a partner's overseas deployment, when the Service person has leave to spend with their family.*
- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
- *We will encourage any reservists in the company to participate in Uniform to Work Day.*
- *Accommodate reservists' training commitments wherever possible, through offering additional unpaid leave.*
- *In return, we expect reservists to declare themselves as such, including giving good notice of when they are needed for training or operations, to enable us to plan ahead for our business needs. We will aim to manage this to meet the reasonable requirements of the reservist and the Ministry of Defence.*

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.