



# Corporate Covenant

## The Armed Forces Corporate Covenant

### Army Families Federation

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 **Army Families Federation**

Signed:

Name: Catherine Spencer

Position held: Chief Executive

Date: 15 September 2014

Signed on behalf of **The Ministry of Defence**

Signed:

Name:

MICHAEL FALLON

Position held:

SECRETARY OF STATE

Date: 15 September 2014



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, the Army Families Federation, 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 The Army Families Federation recognises the value serving personnel, Reservists, Veterans and military families bring to our organisation. We will seek to uphold the principles of the Armed Forces Covenant, by:

- being the voice of the Army family. AFF communicates, questions, challenges, develops and influences policy at all levels to improve the lives of the serving and transitioning British military community across the world.

### ***Promoting the fact that we are an Armed Forces-friendly organisation;***

- We will publicise our Corporate Covenant on our website and display the Corporate Covenant logo

### ***Striving to support the employment of Service spouses and partners;***

- We will continue to advertise vacancies via 'Service-friendly' recruitment agencies and organisations
- We will always consider offering an interview to spouses/partners if they meet the selection criteria laid out in a job advert
- We encourage staff to apply for other suitable positions within AFF on relocation when appropriate
- We will support spouses and partners to work from home where appropriate and look at flexible working opportunities
- We will support training and development which helps staff not only in their AFF role, but will also be of benefit in future employment

### ***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 look sympathetically on requests for leave before, during or after a partner's deployment according to AFF policy
- We will grant special paid leave for employees who are bereaved or whose loved ones are injured

***Seeking to support the employment of veterans young and old;***

- We will work with the Career Transition Partnership when recruiting staff and always consider offering an interview to Veterans if they meet the selection criteria laid out in a job advert
- We will support the employment where appropriate of wounded, injured or sick Veterans
- We will recognise military skills and qualifications when interviewing for new positions

***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 Reservists in our organisation to participate in Uniform to Work Day
- We will accommodate Reservists' training commitments wherever possible
- We will accommodate mobilisation of Reservists if they are required to deploy
- Work with SaBRE to find out more about how employing a Reservist can be mutually beneficial and become a publically supportive employer

***Offering support to our local cadet units, either in our local community or in local schools, where possible;***

- We will encourage our employees to be cadet helpers or instructors

***Actively participate in Armed Forces Day;***

- Our Communications Branch will promote Armed Forces Day, following Armed Forces Day on FB and Twitter and linking to the Armed Forces Day website

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