The Armed Forces Corporate Covenant

Alternate Forces
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 Alternate Forces

Signed: [Signature]

Name: CAEN MATTHEWS

Position Held: CO FOUNDER

Date: 2204 14
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 Alternate Forces 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 Alternate Forces 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;

Alternate Forces is a not-for-profit organisation that utilises the skills of former and serving Armed Forces personnel who have the experience and ability to mentor and motivate people from difficult backgrounds to their full potential, promoting achievement and encouraging positive behavioural change. Situated in Rochdale, an ethnically diverse and divided working class white community, living alongside a Muslim community hailing from the Indian sub-continent, Alternate Forces (AF), was founded by:

Affan Burki, a retired British Army Officer
Caen Matthews, a retired British Army NCO
Alistair Shingler, a Royal Marines Commando NCO.
• seeking to support the employment of veterans young and old;

Alternate Forces will actively seek recruiting from military and ex-military personnel. We will do this by using a number of recruitment options, careers transition partnership and social media. All our instructors will be ex-military as the holistic approach of Alternate Forces is based on the military ethos.

• striving to support the employment of Service spouses and partners;

As above, Alternate Forces will actively seek to recruit from the military family. This will include backroom and support staff.

• endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

All Alternate Forces founders have served and operated oversees. We understand how important families are during these difficult times. Alternate Forces will support employees during these times.

• seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;

At present two out of the three founders of Alternate Forces are active reservists.

• offering support to our local cadet units, either in our local community or in local schools, where possible;

Alternate Forces goal is to work with Schools and local community groups supporting young children.

• to offer support, training and placements for serving and ex-military personnel;

Alternate Forces will offer mentoring, counselling, training and placements for ex-military. Our goal is to train ex forces through resettlement who wish to pursue a career in working with 11 to 25 year olds.
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.