




**Corporate
Covenant**

The Armed Forces Corporate Covenant

Hire a Hero

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of **Hire a Hero**

Signed: 

Name: Major Gerry Hill (Retd.) MBE QGM + Bar

Position Held: Chief Executive Officer

Date: 14/10/2013



**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 Hire a Hero 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 Hire a Hero 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, assisting service leavers and their families in the transition from military to civilian life;*
- *seeking to support the employment of veterans young and old, regardless of time spent in service and the duration out of the Armed Forces;*
- *raising awareness of the transferable skills held by military personnel and communicating these to business;*
- *the design of work placements and the implementation of mentor training workshops to allow service leavers to compete on a level playing field with their civilian counterparts;*
- *striving to support the employment of Service spouses and partners, through collaborative work with specialist organisations, sharing skills, ideas and resources;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day, recognising and highlighting the value of the Armed Forces community, raising funds to aid the long-term support of service leavers and military families through Hire a Hero-led projects,.*
- *working with local authorities to establish, improve and implement the Armed Forces Community Covenant;*
- *working collaboratively with fellow charities and organisations to provide the Armed Forces community with comprehensive and appropriate support;*

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; encouraging those organisations with whom we engage to sign their own Covenant.