



Corporate Covenant

The Armed Forces Corporate Covenant

Outpost Highlands SCIO

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 Outpost Highland SCIO

Signed:

Name: Carl Burns

Position Held: Co-Founder

Date: 26th August 2015

Signed on behalf of Outpost Highland SCIO

Signed:

Name: Kathryn Hindle

Position Held: Co-Founder

Date: 26th August 2015

OUTPOST CHARITY



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 Outpost Highlands SCIO 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 Outpost Highlands SCIO 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;*

Outpost Highlands SCIO will proudly promote the fact we are an armed forces-friendly organisation by publicly showcasing our Corporate Covenant pledge predominantly on our website (www.outpostcharity.org) and through permanent placement on display at our Head Office.

- *continue to be committed to our governing document and mission statement;*

Since incorporation Outpost Highlands SCIO's mission is to provide emotional, social and practical support to Military Personnel, Veterans and their families. We work with all ranks, services, regular and reservists from all eras. Our commitment ensures the well-being and welfare of all members of the armed forces community for many years to come.

- *seek to employ the help of veterans and the armed forces community;*

Outpost Highlands SCIO will seek to support the employ of help from veterans and other members of the armed forces community, irrespective of their age, infirmity, skills or ability by providing the opportunity to learn, train and practice new skills through our programs. The Programs are designed to complement current therapies for veterans increasing knowledge and skill set also the opportunity to capitalise on their existing skills thus improving employability helping with the transition from military to civilian careers. We also provide training for those who suffer mental illness to better able them to understand and cope with mental health, well-being and resilience.

Additionally we have a number of a volunteer's who are veterans who joined the Charity to help others and in doing so help themselves. Through their volunteering they will gain training and life-long skills to use both in employment and within a voluntary organisation.

We can signpost veterans and other members of the armed forces community to specialised and accredited organisations who through their services can provide more training and assist in work placement and employment.

- ***Offering flexibility for Service spouses and partners before, during and after a partner's deployment;***

We continually strive to support all volunteers whether they are spouses or partners, serving or veterans. Every volunteer gives their time freely and we as an organisation maintain flexibility to allow for unexpected events, personal circumstance and during and after a partners deployment.

- ***seeking to support our volunteers who choose to be members of the Reserve forces and Cadet forces, including by accommodating their training and deployment where possible;***

We make every effort to support any reservists and cadets who volunteer with us through their training and deployment.

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

We offer opportunities for local cadet units to join us throughout the year at fundraisers and events, some of our volunteers are currently or ex-members of the cadet force. We will endeavour to help any Cadet unit who may come to us for support and will seek to include them in our work where possible.

- ***aiming to actively participate in Armed Forces Day;***

Each year we aim to attend and actively participate as an organisation in Armed Forces Day throughout the UK.

- ***recruiting military personnel, veterans and their family members***

Outpost Highlands SCIO's team is made up of volunteers from all different backgrounds but most if not all are members of the armed forces community. We aim to improve the number of veterans who volunteers with us including them in programs, fundraisers, events and activities.

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.

- Our website www.outpostcharity.org gives information about us, what we do and how we can provide support it also has contact details and frequently asked questions.