



# Corporate Covenant

## The Armed Forces Corporate Covenant

The Royal Artillery Centre for Personal Development

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 Royal Artillery Centre for Personal Development

Signed:

Name: Claire Foxley

Position Held: Chief Executive

Date: 7 August 2015



The Royal Artillery Centre for  
Personal Development



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 The Royal Artillery Centre for Personal Development 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 Royal Artillery Centre for Personal Development 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:

*2.1.1 promoting the fact that we are organisation whose primary objective is the support of the Armed Forces community, including by displaying the Corporate Covenant logo throughout the organisation, on our website and through social media ;*

*2.1.2 actively encouraging the employment of veterans young and old – 46% of staff are veterans;*

*2.1.3 recognising military skills and qualifications when selecting for interview;*

*2.1.4 advertising appropriate vacancies through military channels for both veterans and dependants*

*2.1.5 actively encouraging the employment of Service spouses and partners – 27% of staff are dependants;*

*2.1.6 guaranteeing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

*2.1.7 offering a discount to members of the Armed Forces Community by setting discounted rates for training courses to serving personnel, veterans and their dependants;*

2.1.8 *seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible – two staff members are in the Reserves;*

2.1.9 *offering support to our local cadet units, either in our local communities or in local schools, by giving employees paid time to be cadet instructors;*

2.1.10 *raising awareness of the strengths, qualities, transferrable skills and the challenges they may face when moving into civilian life of Service people and veterans;*

2.1.11 *aiming to participate in Armed Forces Day;*

2.1.12 *participating in selected Career Fairs for those leaving the Armed Forces;*

2.1.13 *continuing to promote the Armed Forces as a career choice, either regular or reservist;*

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 the Armed Forces community on how we are doing.