The Armed Forces Corporate Covenant

The Royal British Legion

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 British Legion

Signed: Dr Chris Simpkins

Name: Dr Chris Simpkins

Position Held: Director General, The Royal British Legion

Date: 23/10/2013
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 Royal British Legion, 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 Legion exists to assist members of the Armed Forces community. In addition to our services, we will seek to uphold the principles of the Armed Forces Covenant, by:

- seeking to support the employment of veterans (young and old) both through our services, and in our own recruitment practices - advertising all Legion vacancies through the Career Transition Partnership (CTP) website and guaranteeing an interview for those veterans who have Service related injuries, providing they meet the essential criteria for the job;
- looking favourably upon employee requests for leave and flexible working by spouses with partners on deployment, and compassionate leave for any bereaved spouse – including attendance at an inquest;
- supporting our employees who choose to be members of the Reserve forces, by providing additional paid leave to meet training requirements, when reasonable;
- actively promoting opportunities for Legion Branches to work closely with Service children and Cadet Groups, offering material support where possible;
- promoting a mutual bond between serving personnel and the Legion through initiatives such as free Military membership to those that are serving, Regular and Reservist, together with free membership for one year to all Service leavers during transition into civilian life;
- seeking to engage more effectively with veterans groups, providing support and delivering the spirit of comradeship to those who have Served and their dependants.

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 beneficiaries on how we are doing.