The Armed Forces Corporate Covenant

Forces 4 Ltd

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 Forces 4 Ltd
Signed:  
Name: Simon Bonnewell
Position Held: Divisional Manager
Date: 29/07/2015
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 Forces 4 Ltd 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 Forces 4 Ltd 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;
- seeking to support the employment of veterans young and old to support the Career Transition Partnership (CTP)
- To establish ourselves and with the support of others a tailored employment pathway for Service Leavers in finding their career of choice;
- striving to support the employment of Service spouses and partners;
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner’s deployment;
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;
- aiming to actively participate in Armed Forces Day;
- offering a discount to members of the Armed Forces Community;
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.

We are in full support of our regular and reserve armed forces and its service leavers.

We are an employment service that will support the CTP by advertising vacancies through the Career Transitions Partnership and the Recovery Career Service’ where possible.

We are an organisation to aid further the employment of our members who have served or serving the reserve and regular armed forces. To make best effort throughout the whole transitional process in finding work in the chosen field of work.

We are in full support of service leavers and serving members of the reserve armed forces in finding employment through. To be as flexible as possible with each individual need regarding leave times to spend with spouse/partner prior to any serving member around deployment.

We strive to work with employers looking to take on staff who are in full support of our armed forces reserve and regular with the same core objectives. That support the corporate covenant.

We will support any of our employees who may wish to join the reserve forces, to help aid their efforts.

We will make best effort to attend armed forces day to promote the core skills our service leavers and members of the reserve forces gained that are on offer for employers looking to recruit. To promote our service as a whole to help with transition and career preparation.

Our services will be free to use by service leavers and members of the reserve forces. We will strive to help with training requirements if needed to gain employment. We will make best effort to keep in touch after placement with service leavers and current members of the reserve forces to maintain communication for help and advice.

Our main objective is to support service leavers and ex members of our forces in getting into work or furthering their career, to support through the whole stage. Maintaining contact and support to be another support line helping with any transitional process.