ARMED FORCES COVENANT

SUTTON UNITED FC

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:
National League Club

Signed: Ray Ward

Name: RAY WARD

Position: CLUB SECRETARY

Date: 21 January 2016

Signed on behalf of:
Ministry of Defence

Signed: R A Stanford

Name: RICHARD STANFORD

Position: GOC RC

Date: 21 January 2016

THE NATIONAL LEAGUE
EST. 1979

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.

- ***Striving to support the employment of Service spouses and partners;***
    - *Invite to interview Service spousal applicants who meet the selection criteria in a job specification.*
    - *Advertise suitable vacancies through local Regular, Reserve Units and CTP.*

- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***
    - *Sympathetically review requests for holidays before, during or after a partner's overseas deployment, when the person has 'Post Operational Tour Leave' to spend with their family.*
    - *Consider special paid leave when appropriate for employees who are bereaved or whose spouse/partner is injured both physically or/and mentally.*

- ***Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
    - *Accommodate Reservists training commitments wherever possible.*
    - *Implement a HR Policy that allows Reservists 10 days paid leave in order to complete their Annual Training.*
    - *Where possible support the mobilisation of a Reservist if they are required to deploy.*
    - *Encourage all Reservists in your business to participate in Reserves Day.*

- ***Offering support to our local cadet units, either in our local community or in local schools, where possible;***
    - *Engage with the Reserve Forces and Cadets Association to identify mutual opportunities (www.rfca.org)*
    - *Encourage employees to become Cadet Volunteer Instructors or Civilian Instructors/helpers.*

MEMORANDUM OF UNDERSTANDING (MoU) (AS AT 21 JAN 16)

CIVIL ENGAGEMENT THROUGH SPORT (FOOTBALL)

NATIONAL LEAGUE – DEFENCE

Ser	Activity	NL	AF	Remarks
1	Promoting Football as an Armed Forces-friendly organisation	X	X	CC
2	Employment and support of UK Service Veterans and Leavers	X	X	CC
3	Employment and support of Armed Forces wounded/injured	X	X	CC
4	Employment and support of UK Service spouses and partners	X	X	CC
5	Employment and support of UK Armed Forces Reservists	X	X	CC
6	Promoting Armed Forces Day/Uniform to Work Day	X	X	CC
7	Work together for the betterment of our communities	X	X	CC
8	The appointment of a representative as the principle point of contact for engagement	X	X	CC
9	Ensuring HR and Corporate Social Responsibilities strategies and policies reflect defence personnel commitments	X	X	CC
10	Maintaining and sharing a comprehensive picture of employee involvement with Defence organisations	X	X	CC
11	Espousing the benefits of employee involvement in defence (e.g. skills/capability development) to their stakeholders	X	X	CC
12	Actively contribute feedback on the development of the defence employer propositions, campaigns and surveys	X	X	CC
13	Joint Leadership training between St Georges Park and The Royal Military Academy Sandhurst (RMAS)	X	X	
14	Promoting Team Building training with the Army with all club Youth Teams	X	X	
15	Agree joint civil engagement/community projects – Armed Forces Employability Pathways (AFEP)	X	X	
16	Agree to a Joint partnership and venture on Euro 2020	X	X	
17	Agree to hosting Recruiting events	X	X	
18	Agree to maximise PR opportunities	X	X	
19	Agree to publicity campaigns for mutual benefits	X	X	
20	Support the Football Futures Project	X	X	
21	Support the FA Pioneers Day	X	X	
22	Support to the Oppo Foundation	X	X	
23	Support to the RBL	X	X	Remembrance Day
24	Support to the Club Youth Squad Development Programme	X	X	
25	Supporting Joint Football Road shows	X	X	
26	Support the pairing of Clubs and Army Units	X	X	
27	Establish and support a partnership with the Football League "Resettlement" programme	X	X	