



The Armed Forces Covenant

Hartlepool United Football Club

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:

Hartlepool United Football Club

Signed:

Name: GARY COXALL

Position Held: CHAIRMAN

Signed on behalf of:

Ministry of Defence

Signed:

Name:

S-J HOPPER

Position Held:

A Comd 4 Inf Bde



Dated 27 August 2016



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 Covenant

1.1 We **Hartlepool United Football Club** 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 **Hartlepool United Football Club** 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; HUFC will continue to promote the armed forces and reserve support through advertising in the match day programme and on official letterhead as well as on the official website*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers; HUFC will establish a clear link with CTP and develop a route way to match job specifications with service leavers potential*
- *striving to support the employment of Service spouses and partners; All HUFC vacancies will be advertised locally and will ensure no prejudice against armed forces personnel or dependants*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; HUFC will develop a policy to ensure favourable consideration for service personnel*
- *seeking to support our employees who choose to be members of the Reserve forces and cadet Adult Volunteers, including by accommodating their training and deployment where possible;*

HUFC will adopt a policy which supports and encourages volunteering including armed forces reserves.

- *offering support to our local cadet units, either in our local community or in local schools, where possible; HUFC will continue their involvement with local cadet units to promote and support armed forces youth organisations. Cadets will be supported in raising money for the British legion through HUFCs engagement in the poppy appeal*
- *aiming to actively participate in Armed Forces Day; HUFC will encourage local initiatives which support Armed Forces Day*
- *offering a discount to members of the Armed Forces Community; HUFC will offer a special season ticket price for serving Armed Forces and will offer a limited number of tickets to service groups throughout each season*
- *HUFC will continue its support for the British legion through annual 'Poppy Shirt' auction*
- *All armed forces engagement will be promoted via the HUFC website*

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 Service community and our customers on how we are doing.