



## The North West of England and the Isle of Man Reserve Forces' and Cadets' Association

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 North West of England the Isle of Man Reserve Forces' and Cadets'  
Association**

Signed: 

Name: Colonel N D O Williams TD DL

Position: Chairman

Date: 8 November 2016



**NW RFCA**

THE NORTH WEST OF ENGLAND & THE ISLE OF MAN  
RESERVE FORCES' & CADETS' ASSOCIATION

# 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 The North West of England the Isle of Man Reserve Forces' and Cadets' Association 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 North West of England the Isle of Man Reserve Forces' and Cadets' Association 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;*
  - ❖ We will allocate a page on the NW RFCA website to publicise our Armed Forces Covenant commitments.
- *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;*
  - ❖ We recognise military skills and qualifications in our recruitment selection process.
  - ❖ We work with CTP and OMEGA to ensure employment opportunities are made available to Veterans.
- *striving to support the employment of Service spouses and partners;*
  - ❖ We welcome applications from spouse/partners if they meet the selection criteria laid out in the job specification.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
  - ❖ We sympathetically review requests for holidays before, during or after a partner's overseas deployment.
  - ❖ We sympathetically consider if special leave is appropriate for employees who are bereaved or whose spouse/partner are injured.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
  - ❖ Staff are actively encouraged to become members of the Reserve Forces.
  - ❖ Special paid leave may be granted to attend annual training camp, normally two weeks and three days in one leave year.
  - ❖ We will accommodate reservists' training commitments wherever possible.
  - ❖ We fully support and accommodate the mobilisation of the reservist if they are required to deploy.
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
  - ❖ Staff are actively encouraged to become members of the Cadet Forces.
  - ❖ Special paid leave may be granted to attend annual training camp, normally two weeks and three days in one leave year.
  - ❖ We will accommodate Cadet training commitments wherever possible.
  - ❖ We favour recruits from the Cadet Force in the employment of the Government Apprentice Scheme.
  - ❖ We administer ACF Trust Funds.
- *aiming to actively participate in Armed Forces Day;*
  - ❖ We will promote and support Armed Forces Day events and activities across the region via our online communications including the NW RFCA website, social media and our Association magazine The Volunteer.
  - ❖ We will fly the Armed Forces Day flag during Armed Forces Week.
- *offering a discount to members of the Armed Forces Community;*
  - ❖ Members of the Armed Forces Community Receive a 50% discount on Alternative Venues in the region.
- *Any additional commitments The North West of England the Isle of Man Reserve Forces' and Cadets' Association could make (based on local circumstances).*
  - ❖ We support employee charity fundraising for Armed Forces Charities.
  - ❖ We encourage reservists and Cadets to participate in Reserves Day.

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.