

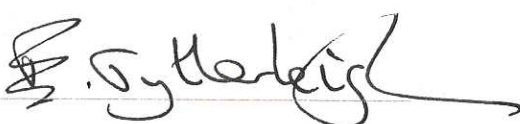


Stoll

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:

Stoll

Signed: 

Name: Ed Tytherleigh

Position: Chief Executive

Date: 21st March 2017

Signed on behalf of:

Ministry of Defence

Signed: 

Name: Lt Gen Richard Nugee

Position: Chief of Defence People

Date: 21st March 2017

The Duke of Kent's 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.

1.1 We, Stoll, 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 Stoll recognises the value serving personnel, reservists, veterans and military families bring to our organisation. We will seek to uphold the principles of the Armed Forces Covenant, by:

Staying true to our mission statement

For almost 100 years, Stoll has given personalised support to vulnerable and disabled Veterans and their families in times of mental or physical challenges, or times of crisis. We work with Veterans from every generation and we are totally committed to the future welfare and wellbeing of our Armed Forces. We work closely with various other Veterans organisations to ensure that the Veterans we support receive the maximum resource and help available to them.

Promoting the fact that we are an Armed Forces-friendly organisation

Stoll will promote proudly the fact that we are an Armed Forces-friendly organisation, by publicising our Corporate Covenant on our national website (www.stoll.org.uk) and displaying it at each of our sites.

Seeking to support the employment of Veterans young and old

Supporting the employment of Veterans, regardless of their age, is vital in the building of independence of our Veterans and Stoll actively promotes and encourages this. We will also advertise all vacancies to work at Stoll within the Veterans' press and media, actively encouraging ex-Services applicants to apply. We aim to increase the number of Veterans working for Stoll wherever we can.

Stoll also aims to engage the services of other organisations which are Armed Forces-friendly and invite such organisations to be added to our Preferred Suppliers and therefore able to tender for external works. We will also ask all suppliers to confirm how working with them will help Veterans.

Striving to support the employment of Service spouses and partners and endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment

We are an equal opportunities employer and are prepared to offer a degree of flexibility in granting leave for Service Spouses and partners, on a case-by-case basis.

Seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible

The Charity will consider all applications to accommodate Reserve Forces training and deployment. Stoll will aim to be as flexible as possible to ensure Reservists can balance their commitment to the Armed Forces and Stoll as their employer.

Offering support to our local cadet units, either in our local community or in local schools, where possible

Stoll will support and promote the activity of the Greater London RFCA and make resources available to them as and when appropriate. We will also endeavour to utilise Cadets to carry out voluntary roles if and when appropriate.

Aiming to actively participate in Armed Forces Day

Stoll has actively participated in Armed Forces Day every year and will continue to do so in the future, actively promoting the Charity and the Charity's mission. We will also endeavour to engage the wider community in Armed Forces Day activity, as well as flying the flag with pride.

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:

Website

We will ensure our commitment to the Armed Forces Covenant is clearly set out on our website and provide opportunity for stakeholders to feedback on our performance on honouring this.

Leaflets

Stoll produces a number of leaflets for its residents, providing helpful and essential information. We will use these wherever possible to demonstrate our commitment to the Covenant and the help and advice we are providing to Veterans as part of this.

Social media

Stoll regularly posts on Twitter, Facebook and LinkedIn and we will continue to publicise helpful information for vulnerable Veterans and their families. We will also include the Covenant logo wherever possible.

Blogs

Stoll publishes a monthly blog on its website, providing an update from the organisation and looking in some detail at the different services which it provides to vulnerable Veterans. We will ensure we continue to do this and provide guidance on where to go for further information and how to feedback.

Video content

Stoll's Chief Executive Ed Tytherleigh is often filmed for internal and external purposes. We will use this to reference our commitment to the Covenant wherever possible and demonstrate how we are honouring it.