



Globe Elite Worldwide Services 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:

Globe Elite worldwide services ltd

Signed: _____

Name: Graeme summers _____

Position: Managing Director _____

Date: 11/04/2017 _____



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 **Globe Elite Worldwide services 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 **Globe Elite Worldwide Services 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; through encouraging other local business to honour our commitment to the Covenant and engage.*

Globe Elite Worldwide services Ltd will display the Armed Forces Covenant logo on all our Training Material and website.

Globe Elite Worldwide Services Ltd are an I.L.M, City & Guilds approved training provider, working across the UK and internationally, and believe that any of our training courses the company offers will enhance the skills Armed Forces staff already have.

- *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; by offering work placements and trials to veteran young and old, and cadets who are still in education.*

We would encourage veterans old and young to apply for positions that may arise and believe the skills gained through their service can be enhanced and adapted to suit other business.

Globe Elite Worldwide Services run ILM, City & Guilds approved Management courses. We would promote our the training to all serving personnel, reservists, veterans and military families and register with ELCAS to be able to accept these credits towards the cost of training.

- striving to support the employment of Service spouses and partners; by ensuring any future vacancies are advertised in Armed forces publications, working with other agencies/business that are members of the covenant, i.e employment agencies, Direct Gov ,Citizens Advice and The Armed Forces Employment Team. We are applying to ELCAS to register and advertise our training courses through them; we would then hope to be in a position to accept ELCAS credits towards the cost of training.*
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; by respecting the service their spouse gives to the defence and security of our country at home and abroad. Encouraging other staff to be flexible with leave. Any Spouse or partner who is enrolled on one of our training courses will be able to be flexible with attendance as the courses run throughout the year, and are completed in modules. Certificates are provided on completion of all modules and the end of course exam, allowing for a degree of flexibility.*
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Globe Elite Worldwide Service Ltd will promise to be flexible with working time to respect the learning or deployment of its Reserve Personnel. We will ensure that their position/job allows for flexibility and all staff are understanding and aware of the requirements necessary to accommodate reserve personal.*

For Reservists enrolled on our training courses, again have flexibility due to the nature of the training through modules.

- *offering support to our local cadet units, either in our local community or in local schools, where possible; by offering work trials and placements, and when business allows encouraging cadets to apply for an apprenticeships with Globe Elite Worldwide services Ltd. We would also encourage local business to look at offering these services where possible. We would engage in events ran by the Cadets and offer further support with fundraising.*
- *aiming to actively participate in Armed Forces Day; by promoting and advertising events on through our business, show support online by following on the Armed Forces Facebook page. Sign up to the Armed Forces Newsletter so we are always aware of upcoming events. Supporting the Armed Forces by holding a small event on June 24th in our office.*
- *offering a discount to members of the Armed Forces Community; currently Globe Elite Worldwide services Ltd would offer a 10% discount to Armed Forces personnel signing up to one of our Training Courses.*
- *Globe Elite Worldwide services Ltd occasionally engages in overseas contracts, we will continue to honour the Armed forces Covenant and all of the above statements when, either recruiting or offering courses to veterans residing abroad.*

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.