



Groundwork working in Manchester, Salford, Stockport, Tameside, Trafford and Pennine Lancashire

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:

Groundwork working in Manchester, Salford, Stockport, Tameside, Trafford and Pennine Lancashire

Signed:

Name: Michael Ormerod

Position: Executive Director and
Company Secretary

Date: 3rd July 2017

Signed:

Name: Terence Morley

Position: Veterans Employment
Programme Manager

Date: 3rd July 2017

**Groundwork working in Manchester, Salford, Stockport, Tameside,
Trafford and Pennine Lancashire**



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 Groundwork (Manchester, Salford, Stockport, Tameside, Trafford and Pennine Lancashire) 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 Groundwork (Manchester, Salford, Stockport, Tameside, Trafford and Pennine Lancashire) 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 by carrying the logo through our website, posters and in our employment business plan.*
- *Seeking to support the employment of veterans young and old through the use of the Career Transition Partnership and recognising military skills and qualifications when interviewing for new positions.*
- *Striving to support the employment of Service spouses and partners; focussing our recruiting effort on the Armed Forces Community, such as through 'service friendly' recruitment agencies and service charities.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible.*
- *Aiming to actively participate in Armed Forces Day by becoming an Armed Forces Partner and using the logo in our marketing materials and following Armed Forces Day on Facebook and Twitter.*

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.