



Scottish Water

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:
Ministry of Defence

Signed on behalf of:
Scottish Water

Signed: 

Signed: 

Name: Lt Colonel Andrew Muddieman RM

Position: Chief of Staff to Naval Regional
Commander Scotland & Northern Ireland

Position: Director for People

Date: 4th October 2017

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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 **Scottish Water** 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 **Scottish Water** 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;*
- *Supporting 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;*
- *striving to support the employment of Service spouses and partners by the application of flexible working arrangements;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment by engaging with spouses and partners to anticipate deployment periods;*
- *seeking to support our candidates who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible through offering flexibility of roles and durations;*
- *aiming to actively participate in Armed Forces Day by attending and promoting our commitment to the Armed Forces;*
- *Engaging with local veterans' groups to make them aware of Driver Hire's commitment;*
- *Utilising our ex-Armed Forces staff to assist Veterans, Reserves and their spouses and partners in navigating unfamiliar employment processes.*

2.2 We will publicise these commitments through our website and in relevant literature, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on our progress.