



afterthemilitary

"Building a Bridge to a New Career"

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:

afterthemilitary

Signed: _____

A handwritten signature in black ink, appearing to read "M. Sheri", written over a horizontal line.

Position: DIRECTOR

Date: THURSDAY 8TH FEBRUARY, 2018



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 **After the Military** 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 **After the Military** 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;*
- *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;*
- *striving to support the employment of Service spouses and partners;*
- *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;*
- *offering a discount to members of the Armed Forces Community;*
- *any additional commitments **After the Military** could make (based on local circumstances).*

After the Military, was founded in 2014 by Matthew Sheerin and is a skills-training, career-coaching and recruitment services business. We are located in Basingstoke, Hampshire and we champion the value to local employers, and those further afield, of hiring ex-Servicemen and women speaking with CEOs, Managing Directors and HR people in small to medium-sized enterprises and larger organisations as well.

We offer discounted training programmes in terms of professional coaching, skills-training and mentoring support for ex-Forces personnel, enabling them to market their skills gained in the military more effectively to find new and fulfilling careers. Aligned with this, After the Military offers career and job search skills and training to spouses, partners and other family members, who have decided to pursue their own independent career path.

Also, After the Military provides a competitively priced, bespoke recruitment service to companies with vacancies where the client wants to gain access to ex-Forces personnel because their leadership, technical and communication skills that have been honed whilst in the military, and are transferrable into the civilian world of work.

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.

After the Military promotes the cause of finding employment for ex-Forces personnel by continuing to deliver its tailored training and coaching programmes for ex-Services personnel (and family members) leveraging its connections with clients and other local businesses via its recruitment services.

On becoming fully signed up to the Armed-Forces covenant we'll be delighted to promote this on the After the Military website home-page, on our social media platform (including LinkedIn) and on our marketing and promotional literature plus by word of mouth with clients, other organisations and the new contacts we continually make.

We have on-going relationships with some local and national Armed-Forces based charities and we consider it our duty to also deliver programmes that cater for the full range of needs found in all parts of the ex-Services community. For example, we firmly believe that former Services people who find themselves in adverse circumstances be it down to poor health, housing issues, debt and/or relationship breakdown thoroughly deserve an equal opportunity to get back in employment and as such we encourage anyone to come and see us to talk about how we can help.

We also have specialist contacts with whom we can refer people to, if their circumstances are severe enough that they need a medical opinion and support to complement their endeavours to get back into work.

(As an aside, 3 years ago Matthew Sheerin, Founder of After the Military participated in the Greater Manchester a marathon for a charity supporting the cause of ex-Forces personnel, with mental health issues, who are determined to get back into employment. It was a fabulous experience on the day and the aches were overcome by being able to contribute to such a worthwhile cause!

Finally, we always welcome feedback from the military community as well as tips and hints on enhancing what we offer now and, in the future, whether as a provider of career and jobs-search specialist services.)

***If you require any further information we'd be delighted to hear from you - by contacting Matthew Sheerin – After the Military – 07517 675 038 or visit us on: www.afterthemilitary.co.uk**