



Empower Support for the Voluntary Sector

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:
Empower Support for the Voluntary Sector

A handwritten signature in black ink, appearing to read "BGCole". The signature is written in a cursive style with large, rounded letters.

Signed: _____

Name: _____

Position: Director _____

Date: 14th March 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 **Empower Support for the Voluntary Sector** 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 **Empower Support for the Voluntary Sector** 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 **Empower Support for the Voluntary Service** could make (based on local circumstances).*

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.

Empower promotes the benefits of employing service leavers, veterans and reservists and their families to our clients, partners and key stakeholders.

When exhibiting Empower Support for the Voluntary Sector we include our commitment to the Armed Forces Community in any literature.

As part of our recruitment service for the not for profit sector, we draw our clients attention to the benefits of employing those through the Armed Forces Community and use our social media to ensure those serving or have served in the armed forces and their families are aware of opportunities for work within the charity sector in Wales.

Through our sister company Charity Job Finder, we encourage those service leavers, those transitioning and veterans to sign up for our alerts to ensure they are aware of the roles available. Empower attends fundraising and other events such as 'Army Fest' to provide awareness of roles within the charity sector.

We provide pro bono advice for service leavers which includes bespoke CV advice and introducing them to employers. We have several testimonials to this.

We will be working with a number of Armed Forces Charities including Hire a hero to ensure that those seeking work are directed to the right professionals to support them.

Empower has a good working relationship with CTP and currently advertise charity jobs on the CTP jobs board through our sister company Charity Job Finder.

Empower is currently working with The DRM team in London (Jonny Ball and his team and Major General Mitch Mitchell, to plan and deliver two sector awareness events in Wales to ensure the charity sector are aware of the Armed Forces Covenant and the benefits of releasing staff for reservist duties and employing those from the Armed Forces community.

We are in discussions with Major Simmonds and Lt Col Kevan Thornber to create a working group to plan local the events in Wales and to ensure an ongoing resettlement legacy.

We commit to supporting charities that provide relief for the Armed Forces, this includes a close working relationship with ABF Soldiers Charity.

We are developing an offer as part of our recruitment service where we will provide a discount on our recruitment fees for those charities who will guarantee an interview space for a service leaver, veteran or spouse.

We are forming partnerships with a range of companies owned and run by veterans.

We believe we are making a real difference to the lives of service leavers and their families in Wales and further afield both on an individual and strategic level.

When our website is redesigned it will contain a specific area for the Armed Forces.