



## Hoops Security LTD

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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:

**Hoops Security LTD**

Signed: jjhupe

Name: \_\_\_\_\_

Position: Director

Date: 26/03/2018



# 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 **Hoops Security** 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 **Hoops Security** 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 our Website and social media***
- *striving to support the employment of Service spouses and partners; **Offer guaranteed interviews to veterans, young and old, Recognise military skills and qualifications when interviewing for new positions, Offer guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert***
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; **yes Look sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family***
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; **yes extra weeks unpaid leave will be offered to those that serve for training***
- *Offering support to our local cadet units, either in our local community or in local schools, where possible; **Hoops Security has staff that are members of Local Cadet units flexibility is given on the days they parade to finish earlier, Extra Weeks leave for Camps. Mobile Security patrols can be added to cadet units if requested free of charge***

- *aiming to actively participate in Armed Forces Day; flying the Armed forces flag, staff working in the offices and employed through the Reserves or Cadet force organisation will be allowed to wear their military uniform.*
- *offering a discount to members of the Armed Forces Community; Discount will be offered to those purchasing Security contracts,*

*[We would encourage you to sign up to as many of the above as appropriate to your business. Please amend to provide details of how you intend to meet each commitment.]*

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. *[Amended as appropriate for your business.]*