

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, PeoplePlus, 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 PeoplePlus 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 displaying the Corporate Covenant logo on our website and in our major offices across the country;*
- *Striving to support the employment of Service Leavers and Service spouses and partners through our business activities such as adult learning and getting people prepared for and into sustainable work;*
- *Raising awareness in our staff of service people and veterans' strengths, qualities, transferable skills and the challenges they may face, particularly when transitioning from service to civilian life;*
- *Inviting our customers to tell us if they have an armed forces background and taking this into account when dealing with their case and in proposing any onward referrals;*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, in alignment with our Flexible Working Policy;*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible, in alignment with our Flexible Working Policy;*

- *Continuing to promote the armed forces as a career choice, and referring to the appropriate recruiting organisation any PeoplePlus customers who express an interest and are suited to regular or reservist service.*
- *Raising awareness of recruitment managers within PeoplePlus about the transferable skills that service people possess and the particular qualities that they have, via staff training sessions and mentoring via our HR Team.*

2.2 We will publicise these commitments through any appropriate literature and 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.