



Network Rail

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.

Network Rail

Signed:

Chief Executive Officer

Date: 27 June 2018



The Ministry of Defence

Signed:

Name: Air Vice Marshal Graham Russell
Director Helicopters, RAF

Date: 27 June 2018



Ministry
of Defence

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 Network Rail 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 Network Rail 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 ourselves as an armed forces-friendly organisation;

- *Taking part in a celebration of Armed Forces Day, and Reserves Day by hosting key events at our major regional stations.*
- *Using the AFC and ERS logos on marketing collateral, website, publications, email footers;*
- *Running promotional campaigns such as Forces recruitment films*
- *Employing a dedicated Defence Engagement Manager*
- *Collaborating with other companies, both within the Rail sector and across other sectors;*
- *Supporting and mentoring other companies to progress their own Defence engagement programmes and assisting them through signing the AFC and nominating for ERS awards;*
- *Offering every Network Rail employee the opportunity to take an extra 5 days paid leave to explore volunteering opportunities – including working with Armed Forces charities;*

Seeking to support the employment of veterans young and old;

- *working with the Career Transition Partnership (CTP), the Officers Association (OA) and other charities (including Armed Forces Ex-Offenders) in order to establish a tailored employment pathway for Service Leavers;*
- *run an effective programme of recruitment events such as recruitment fairs, insight days and offer work placement opportunities*
- *provide and maintain a dedicated forces recruitment page landing on our careers website;*
- *offer a mentoring scheme to help new employees that join direct from the Forces;*
- *working with other partner organisations who have signed up to the Armed Forces covenant on initiatives such as 'Forces into Rail'.*
- *creating an internal HR resourcing toolkit for Armed Forces engagement in order to upskill the internal HR and hiring manager community;*

Supporting our employees who choose to members of the Reserve forces;

- *Supporting our employees who choose to be members of the Reserve forces, including, but not limited to, accommodating their training and deployment;*
- *grant all reservists 10 days paid leave in addition to the annual entitlement stated in their contract for the purpose of their continuous military training;*
- *supporting Employer Notification by reminding staff that serve as Reservists to ensure that the Reserves HR database is up to date;*
- *working with DRM communications team for events such as Reserves and Armed Forces Day by encouraging Reserves case studies;*

Supporting the employment of Service spouses and partners;

- *supporting and seeking the employment of Forces spouses, partners and dependants;*
- *Offering support for any spouse or partner is to be deployed before, during and after deployment by offering leave at short notice where possible;*
- *Working with Families Federations for all three services to profile Network Rail as Forces family friendly;*
- *Engaging with specialist recruitment functions such as Recruit For Spouses;*

Offering support to our local cadet units, either in our local community or in local schools;

- *engaging with uniformed and none uniformed Cadet Instructors to establish what support Network Rail can offer;*
- *offering insight days for older Cadets looking for either apprenticeships, degree or further educations options;*
- *supporting local Cadet Units where possible;*
- *supporting Network Rail employees who choose to serve as Cadet Force Adult Volunteers. We currently give 5 days' additional paid volunteer leave each year and we are working towards giving the same additional paid leave as those in the Reserve Forces in the future;*

Supporting those that are Wounded, Injured or Sick as a result of their service;

- *working with CTP to offer opportunities to the WIS;*
- *working with charities within this area to offer work placements to support 'back to work' initiatives;*

2.2 We will publicise these commitments through our literature and website, setting out how we will seek to honour them.