



**ARMED FORCES
COVENANT**

Phoenix Heroes CIC

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:

Phoenix Heroes CIC

Signed:

Name: Gary Stockton

Position: Chief Executive Officer

Date: 28/07/18



**Phoenix
HEROES**

The Armed Forces Covenant
PTSD Veteran Support

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 **Phoenix Heroes CIC** 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 **Phoenix Heroes** 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; We will do this on our website and on all social media.*
- *seeking to support the employment of veterans young and old and recruiting from the Armed Forces communities.*
- *striving to support the employment of Service spouses and partners; For those that are SIA qualified we can network them into the Event security industry at the Queen Elizabeth Olympic Park (QEOP) via a reputable event security organisation and throughout the event season can also network across other venues including Glastonbury, RFU Twickenham and London events.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We will always remain flexible as we fully understand the importance of family time when training and mobilising on operations.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Much of our work will be based on a fixed term contract / self-employed basis so we can remain flexible to accommodate members of the Reserve forces.*
- *offering support to our veterans and their families who are dealing with PTSD.*
- *aiming to actively participate in Armed Forces Day; We will actively support this fantastic day and purchase merchandise and organise our own events, we are signed up to news letters and will make every effort to raise awareness on how important this day is for anyone that has served or is still serving our country.*
- *any additional commitments **Phoenix Heroes** could make (based on local circumstances). **Phoenix Heroes** is a Veteran Owned Company providing Post Traumatic Stress Disorder support to veterans by offering outdoor activity projects under the guidance of PTSD professionals. We will always aim to employ veterans to support our projects and make every effort to involve their families and friends in everything that we do.*

2.2 We will publicise these commitments through our literature and/or on our website, we will also network any external employment opportunities via LinkedIn and social media platforms. We are also supporting a Post Traumatic Stress Disorder (PTSD) organisation and offering our time / fund raising to two local community projects that help our veterans.