



## Wesleyan Assurance Society

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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:

Wesleyan Assurance Society

Signed:

Position: Chief Customer and Strategy Officer

Date:

1 November 2017

# WESLEYAN

*we are all about you*

# **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 Wesleyan 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 Wesleyan 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 publicise our Corporate Covenant on the Forces Financial website and we will display the Corporate Covenant Logo on our websites, social media and in annual report and accounts.
  - 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.
  - We will also seek to explore how our workforce can contribute to the Armed Forces community through voluntary activities in Birmingham.
  - Identify existing support services for the families and children of the Armed Forces community.
  - Support the ongoing health and well-being of current and ex-service personnel.
- **Striving to support the employment of Service spouses and partners;**
  - We will continue to employ Service spouses and partners within the business and provide appropriate training and development.
  - We will seek, where possible to provide any additional flexible working patterns that may fall outside current agree flexible working policy.

- **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 sympathetically review requests for leave before, during or after a partner overseas deployment.
  - We will consider special paid leave for employees who are bereaved or whose spouse or partner is injured.
  
- **Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;**
  - We will accommodate Reservists training commitments wherever possible.
  - We will wherever possible, accommodate the mobilisation of our Reservists if they are required to deploy.
  
- **Seeking to support the employment of veterans;**
  - Where practical we will invite to interview, all service leavers and veteran applications who meet the selection criteria in a job specification.
  - Provide opportunities for ex-service personnel to access employment and training.