



Ellis Knight, Ex Military Division

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:
Ellis Knight, Ex Military Division

Signed:  _____

Position: Director _____

Date: November 2018 _____

Ellis Knight Ex Military Division



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 Ellis Knight, Ex Military Division 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 Ellis-Knight, Ex Military Division 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 publicising our commitments through our Website. The Armed Forces covenant logo will also be displayed to show that members of the Armed Forces community are welcome customers.*
- *Supporting the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers. In addition, we will support the employment of wounded, injured or sick veterans by working with the CTP (Assist).*
- *Providing employment opportunities with guaranteed interviews (providing applicants meet the job advert selection criteria) for service personnel and veterans. Alongside this, we will provide employment related support such as CV workshops, Interview skills and other related activities as appropriate in order to encourage a successful outcome. We will also hold local / regional briefing days specifically for those leaving the Armed Forces as a way to raise awareness of our employment opportunities.*
- *Supporting the employment of Service spouses and partners by focussing recruitment efforts on the Armed Forces community and advertising through 'service friendly' recruitment platforms and charities.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment by reviewing applications sympathetically.*
- *Supporting our employees who choose to be members of the Reserve forces by accommodating their training and deployment wherever possible, alongside considering a period of unpaid leave for other Reserve related activity.*
- *Participating in Armed Forces Day by attending a local event or establishing our own public event to celebrate the amazing work of our troops..*
- *Working alongside SSAFA to raise awareness of the charity by fundraising activities and donating a percentage of ex military division business income on a bi-annual basis.*

2.2 We will publicise these commitments through our 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.