



AJ Case Management Ltd

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:
Ministry of Defence

Name: Colonel Richard Green
Position: Deputy Commander 11 Signal and
West Midlands Brigade
Date: 31st January 2019

Signed on behalf of:
AJ Case Management Ltd

Position: Director
Date: 31st January 2019



**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 AJ Case Management Ltd 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 AJ Case Management Ltd 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 on our website, newsletter and social media;*
- *Seeking to support the employment of veterans young and old, working with the Career Transition Partnership (CTP), and recognising the benefits which military experience can bring to our business;*
- *Offering all veterans a guaranteed interview for employment with AJ Case Management if they meet the job criteria;*
- *Striving to support the employment of Service spouses and partners;*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners following life changes due to partners military service;*
- *Seeking to support our employees who choose to be members of the Reserve forces, including, but not limited to, offering 5 days paid per year for training, and accommodating their training and deployment where possible;*
- *Offering support to Service children by granting donations to St Marys Primary School Spitfire Club (a weekly group exclusively for Service children to feel supported and help them to cope when a parent is deployed or posted in/out);*

- *Aiming to actively participate in Armed Forces Day, and promoting on our website, newsletter and social media;*
- *Promoting Remembrance Day, The Royal British Legion, and Poppy Appeal on our website, newsletter and social media;*
- *Working alongside military charities (including, but not limited to, Help for Heroes, SSAFA) to provide Acquired Brain Injury training.*
- *Promoting military charities (including, but not limited to, Help for Heroes, SSAFA) on our website, newsletter and social media;*
- *Supporting military charities (including, but not limited to, Help for Heroes, SSAFA) through Employee Volunteer Days;*
- *Offering initial 2 hours Case Manager rate free of charge to members of the Armed Forces Community, within the Office at WV7 3FA;*
- *Proudly displaying the Armed Forces Covenant logo on our website and email signature to encourage other companies to sign up;*
- *Continuing to explore any other ways in which AJ Case Management can show its support for, and appreciation of, the Armed Forces;*
- *Offering support to our local cadet unit, by granting donations and promoting their activities on our website, newsletter and social media;*
- *External mentoring of Service leavers and Service spouses;*
- *Inviting veterans to a Careers Open Day to offer Traumatic Brain Injury training and highlight the skills required to be a Support Worker/Buddy for veteran and civilian clients;*

2.2 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.