



Bonallack & Bishop Solicitors

We, the undersigned,
commit to honour the Armed Forces Covenant
and support the Armed Forces Community.

We recognise the value Serving Personnel (Regular & Reserve), Cadets,
Veterans, and military families contribute to our business/school/charity and
our country.

Signed: _____

A handwritten signature in blue ink, appearing to be "D. R. L.", written over a horizontal line.

Position: _____

SENIOR PARTNER

Date: _____

26/2/2019

BONALLACK & BISHOP
SOLICITORS

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 Bonallack & Bishop Solicitors 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 Bonallack & Bishop Solicitors 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;**
- Using digital and social media channels, along with local press to promote our work with the armed forces including events.
- Our Covenant pledge is published on a dedicated page on our main website as well as our dedicated armed forces websites.

www.bishopslaw.co.uk

<http://military-lawyer.co.uk/>

<http://www.armedforcesdivorce.co.uk>

<http://www.armydivorce.co.uk/>

<http://www.forces-help-to-buy.co.uk/>

<http://www.militarydivorce.co.uk/>

- Jane Bishop has given and will continue with a series of “Help to Buy” talk to regiments.
- Our Forces Law network affiliation is published on a dedicated page on our website.
- 6 relevant free legal updates sent to Welfare officers every year.
- Continued affiliation with the Forces Law network.
- Display Armed Forces Covenant logo on our websites.

- We offer expert high-quality legal advice to the Armed Forces Community, with an understanding of the unique needs of serving personnel, veterans and military families. For example we held a Skype interview for serving personnel in Kandahar, on a family matter.
- Jane Bishop gives pre-deployment talks to any regiments and their families who request them. This has included Woolwich Barracks, Salisbury Plain and in Germany.
- **Seeking to support the employment of veterans young and old:**
 - Welcoming applications from Veterans who meet the criteria in the job specification
 - In our recruitment and selection process we recognise military skills and qualifications
- **Striving to support the employment of Service spouses and partners;**
 - We welcome applications from spouses/partners who meet the criteria in the job specification
 - We will always endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment
 - We send vacancies to welfare officers at local regiments, aimed at reaching service spouses.
- **Seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;**
 - up to 2 weeks per year of special leave is available to attend annual training camps
 - accommodation of Reserve training commitments wherever possible
 - fully supporting and accommodating mobilised deployment of Reservist employees if required
- **Aiming to actively participate in Armed Forces Day;**
 - by becoming an AFD partner and:
 - in advance; promoting through the web, social media, membership and other networks

- during; encouraging employees to take part in Reserve Forces Day, Uniform to Work Day and any Flag Raising Ceremonies; assisting with case studies and stories and working with the Wessex RFCA to get them to press
- post; publishing stories on the web, social media, through our own membership and other networks as well as working with the RFCA Communications lead & the press
- **Offering a discount to members of the Armed Forces Community;**
 - registering with Defence Discount Service
 - We offer a discount of 10% off our legal fees to Defence personnel and veterans.
- **Additional commitments:**
 - We will support local Armed Forces charities and will encourage our staff to fundraise for them.
 - We offer a Free Family Legal Surgery in our Amesbury office, which is accessible to armed forces families and offers specialist legal advice regarding military divorce.

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.