



## MSB Law LLP

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:

**MSB Law LLP**

Signed:

Name:

Emma Carey

Position:

Managing Partner

Date:

28/2/19



means something better.

# 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 **MSB Law LLP** 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 **MSB Law LLP** 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 aim to do this by*

- *This Year we launched a Diversity & Inclusion Committee that will see all 15 partners take responsibility for different groups within our community as we believe Diversity & Inclusion should remain our top priority until it no longer needs to be there.. We will include Armed Forces/Veteran communities/issues within the agenda for the committee.*
- *Promoting the Armed Forces Covenant and MSB being an armed forces friendly organisation on our website including use of the logo.*
- *Opening and actively supporting and promoting Armed Forces, Reserves and Cadet activities and events on our website, through our news feeds and newsletters, and through our social media platforms.*
- *Promoting Armed Forces, Reserves and Cadet activities and events internally through posters and literature in common areas in all offices.*
- *The inclusion of the Armed Forces Covenant logo on our website, promotional banners and literature.*

- *Actively participate in Armed Forces Day and promote the activity through online and offline media..*
- *Contacting and cross networking with armed forces friendly organisations.*
- *Establishing contact with armed forces and veterans support organisations to offer support.*
- ***seeking to support 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;***

*We aim to do this by*

- *Offering a guaranteed interview for veterans who meet the required job criteria.*
- *Offer work experience opportunities to veterans.*
- *Provide training to MSB Partners to enable them to recognise transferable military skills and qualifications which will enhance our business.*
- *Working with service friendly recruitment agencies, if used in actively recruiting staff.*
- *Advertising MSB as a service/armed forces friendly organisation in recruitment adverts.*

- ***striving to support the employment of Service spouses and partners;***

*We aim to do this by*

- *Offering a guaranteed interview for spouses of veterans who meet the required job criteria.*
- *Advertising MSB as a service/armed forces friendly organisation in recruitment adverts.*

- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***

*We aim to do this by*

- *Taking a sympathetic view of holiday/time off requests, particularly on short notice.*

- *Allowing additional unpaid time off work should circumstances require it and leave is relating to a partners deployment.*
- *Allowing paid compassionate leave should circumstances require it in relation to a partners injury or death.*
- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***

*We aim to do this by*

- *Allowing additional unpaid leave to attend annual training camps*
- *Allowing additional unpaid leave to support reservists with active service and to commit to supporting them on their return*
- *Encouraging staff participation as Armed Forces Reserves*
- *Encouraging staff participation in Armed Forced Reservists day*
- ***offering support to our local cadet units, either in our local community or in local schools, where possible;***

*We aim to do this by*

- *The MSB Armed Forces Committee establishing connections with local cadet units.*
- *Encouraging staff participation assisting in cadet units.*
- *Offering support/sponsorship for/within cadet units/reserve associations.*
- *Facilitating cross networking between contacts of the firm in Liverpool Professional networks and local cadet units.*

- ***aiming to actively participate in Armed Forces Day;***

*We aim to do this by*

- *Becoming an Armed Forces Day corporate partner. Displaying the corporate partner on our website and actively promoting our partnership through online and offline media and literature and social media platforms.*
- *Actively participating in local Armed Forces Day events and parades – promoting the activities online.*
- *Opening supporting, and encouraging other organisations to support Armed Forces Day through online activity.*
- ***offering a discount to members of the Armed Forces Community;***

*We aim to do this by*

- *Where appropriate, by offering a fixed discount on legal services provided (i.e. private paying matters) to members of the Armed Forces Community.*
- ***We also aim to commit to the Armed Forces Covenant by;***
  - *Allowing cancellation of contracts for Legal Services without penalty or abortive fees (excluding third party disbursements)*
  - *Where a business owner is an approved supplier to MSB, and is a veteran or spouse of a veteran, the firm will undertake to offer guaranteed 7 day payment terms.*
  - *Where a business owner is looking to become an approved supplier to MSB, and is a veteran or spouse of a veteran, the firm will guarantee to offer them the opportunity to attend the offices to showcase their product or service if it is appropriate for use in our organisation.*
  - *MSB currently monitors Equality & Diversity data for all clients including LGBT+ information. MSB commits to extending this collation of data to include data relating to veterans and armed forces communities, so as to allow services to be tailored to the needs of individual client groups.*

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.