



Launchpad

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:

Launchpad

(Registered as AF&V Launchpad Ltd)

David Fox

Signed: _____

Position: CEO _____

Date: 12 March 2019 _____



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 *Launchpad* 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 *Launchpad* 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 employing and supporting Veterans and Service Leavers wherever possible. We do this by advertising that we provide accommodation and multi-sector support to veterans in transition or in need. We also employ staff from the armed forces.*
- *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, including a guaranteed interview for eligible applicants to any vacancies posted on CTP or external job advertising means; ensuring we advertise any vacancies with 'Right Job' and selecting those veterans and service leavers who meet the minimum criteria or interview. Our target is that our resident veterans gain employment within 2 years, wherever possible.*
- *Striving to support the employment of Service spouses and partners; by offering the same opportunities to the spouse and partners of veterans and service leavers the same offer. Our services are open to anyone who has served in the armed forces for a day, and their partner.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; by allowing our employed reservists additional leave and keeping their position open whilst away oversees on duty. One member*

of staff is a reservist and we give her (and anyone in the Reserve) the time necessary for training and would support her deployment.

- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; by offering the same as the point above. As said before, one member of staff is a reservist and we give her (and anyone in the Reserve) the time necessary for training and would support her deployment.*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible; by encouraging staff and veterans residents that are suitable to volunteer with the cadet forces. Occasionally staff and residents have been keen to support the Cadet Force and we actively support this.*
- *Aiming to actively participate in Armed Forces Day; by working closely with the local reserve units and other organisations such as the Armed Forces Champions.*
- *Constantly promote the good work of veterans and the great skills they have to offer.*

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.