



Ferne Animal Sanctuary

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

Signed on behalf of:
Ferne Animal Sanctuary

Signed: 

Signed: 

Name: BAZ FIRTH MBE.

Name: BERNADETTE STEADMAN

Position: BASE WARRANT OFFICER.

Position: CHAIR OF TRUSTEES

Date: 10 APR 19

Date: 10/4/19



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

We, Ferne Animal Sanctuary, 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 Ferne Animal Sanctuary 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;**

through Ferne's social media and, where appropriate, our printed marketing collateral. Ferne will also publish our Covenant pledge on our website. Press releases will be issued to announce that we have signed this Covenant.

- **seeking to support the employment of veterans young and old;**

Ferne will work with the Career Transition Partnership (CTP) to establish a tailored employment pathway for Service Leavers. Ferne can also offer, when appropriate, volunteering opportunities or other work experience options.

We will welcome applications from Veterans who meet the criteria in the job specification and recognise military skills and qualifications in our recruitment and selection process. All vacancies will be advertised to the Armed Services Community through suitable channels.

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

by advertising vacancies with Recruit for Spouses, as well as advertising widely in the Armed Forces Community. We will welcome applications from spouses/partners who meet the criteria in the job specification and endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.

- **offering support to our local cadet units, either in our local community or in local schools, where possible;**

by working collaboratively with cadets at Ferne events and to also offer cadets volunteering opportunities.

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

by actively promoting Armed Forces Day through social media, our website and by attending local events with a Ferne stand and staff/volunteers. Ferne will also assist with case studies and stories, and work with Wessex RFCA to gain press coverage. Post event, Ferne will post and publish stories on the web, press, social media and to Ferne's supporters via our tri-annual @Ferne Magazine.

- **offering a discount to members of the Armed Forces Community;**

through reduced entry to the Sanctuary to both members of the Armed Forces Community and veterans.

We will publicise these commitments through our literature and website, setting out how we will seek to honour them and inviting feedback from the Service community on how we are doing.