



## Made To Measure Mentoring 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:  
**Made To Measure Mentoring Ltd**

Signed:

A handwritten signature in black ink that reads "Peter Robinson". The signature is written in a cursive style.

Name: Peter Robinson

Position: Chairman

Date: 1<sup>st</sup> 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 We, **Made To Measure Mentoring 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 **Made To Measure Mentoring 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:***

- Publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo.
- To actively participate in Armed Forces Day through company awareness campaigns and activities as well as by social media support.
- To include Armed Forces information within our website and how we are supporting the community.
- To support local tri-service events in particular, our continued support with Army Academy Rugby through our specialist coaching and mentoring and experience in rugby at the highest level.

### ***Seeking to support the employment of veterans, young and old:***

- As an equal opportunities employer, we will always consider offering an interview to veterans, young and old, if they meet the selection criteria as advertised.
- To recognise the relevant military skills and qualifications when interviewing for new positions.
- Create company awareness by attending events specifically aimed for those leaving the Armed Forces promoting the career opportunities for employment within M2M2.

### ***Striving to support the employment of Service spouses and partners:***

- Always consider offering an interview to spouse/partners of Serving personnel if they meet the selection criteria for the position advertised. This would not guarantee a job, but rather the offer of an opportunity to prove themselves in an interview.
- Show an understanding and raise awareness with our management and team leaders through our training programmes of a Service lifestyle and requests for holidays. Endeavouring to offer a degree of flexibility in the workplace by granting leave for Service spouses and partners before, during and after a partner's overseas deployment, when the Service person has leave to spend time with their family.
- With several principle delivery locations in UK and where working remotely allows, we show a commitment to attempt to find alternative employment within the business in another location, if they need to move to accompany their partner.

***Seeking to support our employees who choose to be members of the Reserve forces:***

- Accommodate their training commitments wherever possible.
- Accommodate mobilisation if they are required to deploy.
- Offering professional coaching and mentoring development with opportunities to gain civilian recognised qualifications that recognise their skills, experience and expertise gained through regular and reserve service.

2.2 We will publicise these commitments through our literature and on our website, which will set out how we will seek to honour these commitments.