



Civil Service Sports Council (CSSC)

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:

CSSC

Signed: _____

Position: Group Chief Executive

Date: 17 May 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 **CSSC** 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 **CSSC** is very proud of its relationship with the Armed Forces over nearly 100 years. CSSC 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.** CSSC will continue to ensure and promote commitment to our Armed Forces to our members, volunteers, affiliated organisations and staff and will be proud to use the Armed Forces Covenant logo on our communications and website. CSSC already supports its Civil Service members in playing the Armed Forces in seventeen different sports but will actively work to increase the frequency and variety of events. We will actively encourage our Armed Forces members to join our large volunteering community in our large Regional and Area Association network, and we will engage with and signpost to Armed Forces support organisations and service sports associations.
- **Seeking to support the employment of veterans young and old.** CSSC already employs ex-military personnel and reservists and recognises the skills and attributes that the ex-military bring to our organisation. As part of our inclusivity and equality policies, we will seek to ensure that employment opportunities are promoted to those leaving the service and also highlighting the volunteering opportunities that veterans could benefit from undertaking to grow skills and expertise, as well as networks, to support them in their future careers.
- **Striving to support the employment of Service spouses and partners.** CSSC will ensure that all opportunities for both voluntary and paid employment are highlighted to the wider Service community through building relationships with support organisations.
- **Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.** CSSC recognises the unique circumstances of service life and will ensure that flexible leave is granted for those staff and volunteers affected.



- **Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.** As an employer of Reservists, CSSC ensures that any training or deployments are accommodated on a case by case basis. Reservists are actively encouraged to wear their uniform to work around Armed Forces Day and to participate in Reserves Day.
 - **Offering support to our local cadet units, either in our local community or in local schools, where possible.** CSSC staff who are involved with local cadet units are supported in their activities. CSSC is committed to developing stronger relationships with local cadet units, given our unique local and national spread of volunteers and Associations. We will seek to offer support and sponsorship where possible.
 - **Aiming to actively participate in Armed Forces Day.** CSSC is committed to celebrating Armed Forces Day through promotion of local events and through our social media channels. Our volunteers and staff will be encouraged to participate in linked activities.
 - **Offering a discount to members of the Armed Forces Community.** CSSC has, for nearly 100 years, opened its exclusive membership offer to members of the Armed Forces. Our offer includes discounts and benefits, many only available through CSSC, which can save members money throughout the year, as well as free or heavily discounted access to family friendly activities such as English Heritage, Historic Royal Palaces and Merlin attractions. CSSC is committed to exploring within our rules and regulations how the impact of service members being deployed can be mitigated, to ensure that their families can enjoy their membership benefits in their absence.
 - **Developing a strategic partnership approach to the Armed Forces community.** CSSC is committed to developing a more strategic approach to the health and wellbeing offer it can make to members of the Armed Forces and their families. Through a closer working relationship with MOD, RFCAs and local units, CSSC would like to gain insight in to specific initiatives that would provide benefit to the Armed Forces physical and mental health, as well as growing the relationship between our Civil Service and public sector members and their Service counterparts.
- 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.