



**ARMED FORCES
COVENANT**

Sparta Global Limited

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:
Sparta Global Limited

Name: Commander Stephen Henaghan

Position: Chief of Staff to the Naval Regional
Commander

Date: 25 July 2019

Position: Managing Director

Date: 25 July 2019



**Ministry
of Defence**

**SPARTA
GLOBAL**

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 Sparta Global Limited 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 Sparta Global Limited 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;*
 - *Provide the prospect for Ex-Forces personnel to join our training programme and Spartan community and further to become an IT consultant or Project Manager or Developer on one of our client projects on client site as a Sparta Consultant*
 - *Proudly display our Armed Forces Covenant and its logo on our website and in all our offices*
 - *Promote the benefits of engaging Ex-Forces personnel on a national, regional and local basis*
 - *Build stronger ties with parts of the Armed Forces from which we can hire potential recruits and future employees to work as consultants on our client sites*
 - *Provide supplementary pastoral care for Ex-Forces personnel whenever necessary and appropriate*
- *seeking to support the employment of veterans young and old in the technology industry and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*

- *Pledge to provide all Ex-Forces personnel who fit Sparta Global's criteria for training with an opportunity to interview for a place at any of our Academies*
- *Pledge to provide all Ex-Forces personnel trained at one of our academies the opportunity to interview for a place at any of our clients whose requirements may so demand*
- *Provide expert pastoral support and customised job training for Ex-Forces personnel*
- *To promote and advertise employment opportunities across the Sparta Global website and partner recruitment sites*
- *Hold open evenings and industry insight days specifically targeted to individuals leaving or having left the Armed Forces*
- *Provide organized introductions to Sparta Global's blue-chip clients, Spartans and the wider digital industry through our ex-forces programme*
- *Value and recognise appropriate skills and knowledge specific to the Armed Forces in Sparta Global's training*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
 - *Accommodate Reservists' training obligations where possible and in accordance with our client requirements*
 - *Accommodate the mobilisation of Reservists in training with Sparta Global if they are required to deploy*
- *any additional commitments Sparta Global Limited could make (based on local circumstances and client requirements)*
 - *Support and promote Armed Forces week throughout Sparta Global's offices in the UK*

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 on a regular and timely basis.