



## Westminster Centre for Research and Strategy 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:  
**Westminster Centre for  
Research & Strategy Ltd**

Signed:   
Name: **Saba Kiran**

Position: Director

Date: 15<sup>th</sup> August 2019



Signed on behalf of:  
**Ministry of Defence**

Signed:   
Name: **Maj Stephen Goodwin**

Position: Bde Engagement Team  
7<sup>th</sup> Infantry Brigade & HQ East



# 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 **The Westminster Centre for Research and Strategy** 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 We recognise 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 Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, students, customers, suppliers, contractors and wider public.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; advertising vacancies with the Career Transition Partnership for Service leavers; we will honour war veterans from all three services (Royal Navy, Army, Royal Air Force) with Awards given on various special occasions such as Armed Forces Remembrance Day, International Peace Day etc.;
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; advertising vacancies with the military Families Federations; providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- **Reserves:** supporting our staff who are members of the Reserve Forces; granting additional leave for annual Reserve Forces training; supporting any mobilisations; actively encouraging members of staff to become Reservists;
- **Cadet Organisations:** supporting our staff who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units;
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities; hosting events on our premises; promoting themes through website, social media etc.;

- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist;
- **Commercial Support:** offering a discount to members of the Armed Forces community;
- *Any additional support as required, based on local circumstances.*

2.2 We will publicise these commitment, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.

- *We will publicise our Armed Forces Covenant and our commitment to the Armed Forces and their families on our Website, Marketing Material, Newsletters, and Brochures.*
- *We will use the Covenant Logo on all our publicity material in order to demonstrate our commitment for Armed Forces community;*
- *We will celebrate Armed Forces Day as a business;*
- *We will work closely with Defence Relationship Management (DRM) to develop how employing a reservist could be mutually beneficial;*