



_____That's Lock and Roll_____

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:

That's Lock and Roll

Signed: _____

Position: Company Director_____

Date: 17/10/19_____



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

1.1 That's Lock and Roll 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 That's Lock and Roll 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; I will do this on my website and face to face with customers in the garrison town of Stafford.*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers; My aim is to, once established, train and hire/franchise/contract to ex-forces. Being a veteran myself, I know the "outside of the box thinking" that the forces are recognised for will be a distinct advantage. Once I have a contact I will talk to the CTP, I will be happy to.*
- *striving to support the employment of Service spouses and partners; Agreed. They will be perfect for this career*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; I agree to this. I completely understand the needs of the serving spouses and their families*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Agreed. I will encourage this.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; As a veteran, ex-cadet and a single dad, I have seen first hand the benefits of*

the cadet units. I endeavour to join up as an adult instructor myself when my children are old enough

- *aiming to actively participate in Armed Forces Day; I attend the National Arboretum. Which is not to far from me.*
- *offering a discount to members of the Armed Forces Community; I'm not charging a call out fee for forces in the garrison town.*
- *any additional commitments That's Lock and Roll could make (based on local circumstances). Stafford has a large armed forces community of serving soldiers and veterans that have settled. I am very settled here and already support where I can.*

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.