



## We Are Social Enterprise Recruitment Ltd

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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:

**We Are Social Enterprise Recruitment Ltd**

Signed: *James McBride*

Position: DIRECTOR

Date: 15.11.19



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 We **We Are Social Enterprise Recruitment** 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 Are Social Enterprise Recruitment** 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;*

**We are a social enterprise which helps ex military find work within construction. All of our marketing and promotions will include the work we are doing towards our social mission.**

- *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;*

**We raise awareness and find employment opportunities within construction for ex military personnel and reservists.**

- *striving to support the employment of Service spouses and partners;*

**Our services are also open to service spouses and partners should they be interested in any of the roles we can provide them with.**

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We will be very accommodating to our employees who are members of the reserve forces and/or families of those who are in the forces.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

We will raise awareness of the opportunities available within construction via talks/ activities in the local communities and schools.

- *aiming to actively participate in Armed Forces Day;*

We plan on doing a range of activities which will support Armed Forces Charities and promote the employment opportunities available.

- *working with organisations to help support employment of Veterans in prison*

We work alongside programmes and charities within prisons to help veterans find employment upon release and ensure they get the correct support that is needed.

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.