



## DETA 2000 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:

**DETA 2000 Ltd**

Signed:

A handwritten signature in black ink, consisting of several loops and a long tail, positioned to the right of the 'Signed:' label.

Position: Manager

Date: 04/02/2020



# 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 **DETA 2000 Ltd** 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 **DETA 2000 Ltd** 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;*
- *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;*
- *striving to support the employment of Service spouses and partners;*
- *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;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *offering a discount to members of the Armed Forces Community;*
- *any additional commitments **DETA 2000 Ltd could** make (based on local circumstances).*

*[We would encourage you to sign up to as many of the above as appropriate to your business. Please amend to provide details of how you intend to meet each commitment.]*

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.

*We will promote this through our website and on social media and through any other means we use to promote our business. We already are forces friendly, but we have decided to make a pledge to confirm our position. We are in the process of getting more information from CTP assist to deliver courses and training for candidates who need extra help. We are already a preferred supplier to CTP, and we are actively seeking more connections with forces charities. We have worked with several charities already. We already ask for feedback and whether good or bad we do act on all feedback.*

*If our company needs any staff in the future, we will make sure our commitment to the forces is met and that includes family members. We will also look at discounting and making sure forces personnel and or family members get guaranteed placements and give them extra help were we can. We already do this anyway. We also try and work around forces personnel, to make sure their needs are met. We are already flexible in this way. We want them to leave here, educated and have a quality delivered course and feel confident in going out into the working world. We also offer great aftercare. If they have any issues after the course and need advice or help, we are here for them.*

*We will actively support anyone in the reserve forces and will encourage them to go. This will not affect their employment or even training course. We will make provision for sudden changes to schedules if needed and this will not cause any negative impact to them.*

*We also would participate with local cadet groupings within our area, if they require anything. I think being a positive role model for the youth of today is something we accept as a responsibility all companies should have. We definitely take this role seriously. We will aim to take part in Armed Forces Day in some form and we will encourage people to do so.*

*As stated above, we will offer a discount or extra training hours to armed personnel or families. We will do everything in our power to help our amazing armed forces personnel to achieve their goals. On a personal level, I have had family members serve in the army and go through conflict and I hold the services very high. Our company follows those principles. We already work with the MOD and will love to continue to do so.*