




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:
Yorkshire Water

Signed: 
Name: Jenni Morris
Position: Chief People officer
Date: 9/3/20



The Chief Executive

Yorkshire Water Services Limited

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2020

Yorkshire Water

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 **Yorkshire Water** 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 **Yorkshire Water** 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; by publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo on the homepage. The Yorkshire Water HR Team will display the Covenant logo on their email signatures.*
 - *seeking to support the employment of veterans young and old; by advertising vacancies through the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers. The Yorkshire Water Recruitment Team will travel to Catterick Garrison on a quarterly basis to support military personnel in exploring all career options when in their resettlement period. When shortlisting candidates, any serving military personnel will be fast-tracked to interview if they meet the essential requirements.*
 - *striving to support the employment of Service spouses and partners; by advertising all vacancies through the 'Forces Family Jobs' website to ensure as wide reach as possible.*
 - *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; Yorkshire Water will endeavour to offer unpaid leave at these times based on managers agreement and the needs of the business.*
 - *seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible; Authorised leave with pay will be granted to members of reserve forces to attend 'Annual Camp'. 10 days paid leave per year is available for full-time colleagues (pro rata for part-time colleagues). Any additional training may be taken as unpaid leave or annual leave subject to the managers agreement and the needs of the business.*
 - *offering support to our local cadet units, either in our local community or in local schools, where possible; Yorkshire Water will engage with local cadet units and, where required, hold open days to offer key recruitment advice around CV writing and Interview Skills.*

- *aiming to actively participate in Armed Forces Day; by actively raising awareness, holding charity fundraisers across multiple sites, and posting across our social media channels.*
- *any additional commitments **Yorkshire Water** could make (based on local circumstances). -*
 - *Yorkshire Water will create an internal network via Yammer for Armed Forces Leavers, Reservists and Family Members to interact and share information and advice.*
 - *Yorkshire Water will join CTP recruitment fares on a regular basis to actively champion the benefits of employing ex and current military personnel*

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.