



Forces Farming 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:
Forces Farming Ltd

Signed:  _____

Position: Founder and Director _____

Date: 25/04/2020 _____



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 Forces Farming 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 Forces Farming 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; Forces Farming supports the Transition, Experience, Training and Recruitment path for all ranks of the armed forces*
- *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; Farming offers an excellent environment for raising children in the outdoors. Spouses can connect with the rural and farming community leading to a sense of belonging and community*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; Farming can be flexible to support leave as needed and planned with an employer*
- *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; Connecting the next generation to either apprenticeships or further education supports the development of young people into a potential career around farming and rural industries*
- *aiming to actively participate in Armed Forces Day; The link between the armed forces and farming goes back many years and as farms supported service leavers after WWI the link will be reinforced through Forces Farming Ltd*
- *offering a discount to members of the Armed Forces Community; Through industry connections Forces Farming Ltd works to offer discounts at trade shows, tools and clothing supporting the required tools to do the jobs in hand*
- *any additional commitments Forces Farming Ltd could make (based on local circumstances).*
- *With many ex forces farmers existing in the industry Forces Farming Ltd works to connect these with new entrants and identify the benefits of working in agriculture, rural industries and the food sector*

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.

Through connecting the agricultural industry Forces Farming Ltd will promote the Armed Forces Covenant to employers in the industry. Many agricultural and rural employers do not realise the benefits of employing service leavers. Through Forces Farming Ltd work and connections these benefits will be explained and promoted to the agricultural and food industry.

The Transition, Experience, Training, Recruitment process supports the promotion of the agricultural industry to the armed forces. We offer experience in the industry to ensure this area of work is suitable for the service leaver and family.

- *Forces Farming 'Access to Agriculture' process prepares the candidate for resettlement into agriculture*
- *Deliver the TETR structure:*
 - **Transition:** *Market industry opportunities to all ranks of the armed forces*
 - **Experience:** *"A good recce is seldom wasted" Experience the industry and life before training and committing to a new life. Career and industry insight videos are being created and developed to market and increase awareness of opportunities*
 - **Training:** *The founder of Forces Farming Ltd has a background in adult education which supports job-based learning. This delivers real world skills to candidates wanting to work in the industry*
 - **Recruitment:** *A contact for farmers or companies interested in recruiting from the UK Armed Forces. A source of jobs and candidates. CV and interview preparation with on the job mentoring for employers*

Forces Farming has over 20 years experience in the agricultural industry with many connections in multiple segments of work and employment.