



Flourish Enterprises

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:
Flourish Enterprises

Signed: *[Signature]*

Position: OPERATIONS MANAGER.

Date: 21 August 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 **Flourish Enterprises** 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 **Flourish Enterprises** 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 will publicise our commitments through our website, and display a poster in our reception area.*
- *seeking to support the employment of veterans young and old we will offer guaranteed interviews to veterans if they meet the selection criteria laid out in the job advert, and we will work with/ promote the Career Transition Partnership (CTP) amongst associated businesses in order to establish a tailored employment pathway for Service Leavers.*
- *striving to support the employment of Service spouses and partners; we will offer guaranteed interviews to spouses/partners if they meet the selection criteria laid out in the job advert, and we will promote 'service-friendly' recruitment agencies amongst associated businesses.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We will encourage all our-employees to declare armed-forces connections so we can consider individual circumstances.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

- *aiming to actively participate in Armed Forces Day; we will follow Armed Forces Day on Twitter and post messages of support on social media sites, and we will seek opportunities for involvement with local events.*
- *Support self-employment or business ownership of veterans, spouses or reservists; we will advertise vacant tenancies via the Doncaster Veterans Steering Group and Your Life Doncaster Armed Forces Page.*
- *Contribute to the Doncaster Veterans Steering Group. The group are key to providing support to the ex-service community and their families through effective partnership collaboration; providing clear actions and outcomes in delivery of the military covenant in that there is a removal of disadvantage (discrimination) against those that are in the armed forces, veterans and families of those that have served in the forces. Flourish Enterprises will contribute to the Steering Group by supporting action planning, and the identification of key issues across partnerships affecting the Armed Forces community, and working together to ensure that issues are challenged and changed*
- *Contribute to the Veterans Mental Health Development Group within Rotherham, Doncaster and South Humber NHS Foundation Trust.*

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.