



Think Swim

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.

Think Swim

Signed:

Position: Business owner

Date: 03rd March 2020



The Ministry of Defence

Signed:

Position: Captain RNR Operational Support

Date: 03rd March 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 Think Swim 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 Think Swim 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;*
- *In any future recruitment, we will actively guarantee interviews for veterans, service leavers, Reservists, current service spouses, cadets provided that the appropriate criteria have been met.*
- *In any future employment, we will provide training opportunities to gain Swim England teaching qualifications and opportunities for continuing professional development and RLSS National Rescue Award for Swimming Teachers and Coaches.*
- *In any future apprenticeship opportunities, we will guarantee active cadets and or /instructors an interview provided appropriate criteria is met.*
- *In any future employment of service spouses, we will endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment where possible.*
- *In any future employment of reservists, we will seek to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *In any future employment of injured service personnel, we will aim to make reasonable adjustments within the work place*

- *We will offer support to our local cadet units, either in our local community or in local schools, where possible;*
- *We will aim to actively promote Armed Forces Day within internal and external literature and attend events where appropriate.*
- *We are conscious of and flexible with needs of military families. (considerate to issues of children with a deployed parent etc)*
- *We offer flexible payment options which can be sometimes be seen as a barrier to take part in swimming lessons*
- *Where possible Think Swim offer flexible lesson times to suit the needs of service families*

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.