



HighGround Charity

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:

HighGround Charity

Signed: _____

A handwritten signature in black ink that reads "Ian Ewart".

Position: Chairman of Trustees _____

Date: 8th December 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 **HighGround** 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 **HighGround** 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 armed forces-friendly by employing veterans to work for the Charity where suitably qualified, and encouraging Service leavers and veterans to volunteer for the Charity as part of their transition back to civilian life. Our Chairman of Trustees is a veteran and we always have at least 3 veterans on our Board of Trustees*
- *Working with the Career Transition Partnership (CTP) to raise awareness of employment opportunities in the land-based sector for Service leavers*
- *striving to support the employment of Service spouses and partners; we currently employ a Service spouse who is also a veteran, and in Spring 2021 2 more veterans will join our team.*
- *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; we will be participating in AFD 2021 in Scarborough*
- *working with other Service charities to raise awareness of the support which currently exists for Service leavers, veterans and their families*
- *working with the Confederation of Service charities (Cobseo) to identify gaps in service provision; we are a proud member of Cobseo's Employment Cluster*
- *working with Defence Relationship Management (DRM) to promote the benefits of employing ex military personnel in the land-based 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.