



Action for Carers

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:

Action for Carers

A handwritten signature in cursive script, appearing to read "Garry", written over a horizontal line.

Signed: _____

Position: _____ CEO

Date: _____ 18/12/20



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 **Action for Carers** 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.*

Action for Carers employs an Armed Forces Co-ordinator who actively supports carers of individuals in the Armed Forces and veterans to ensure that they are not disadvantaged in receiving a service.

Section 2: Demonstrating our Commitment

2.1 **Action for Carers** 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;*

Action for Carers employs an Armed Forces Co-ordinator who actively supports carers in the Armed Forces and veterans, trains Action for Carers staff as Armed Forces Champions and partnership works with other Armed Forces agencies.

- *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;*

Action for Carers offers volunteer opportunities to carers to support them in gaining skills and confidence for returning to work. We will look to engage with the Career Transition Partnership in the future. Once we receive our 'bronze' membership, we will promote this on our recruitment page, in order to attract candidates the armed forces / armed forces families.

- *striving to support the employment of Service spouses and partners;*

Action for Carers offers volunteer opportunities to carers to support them in gaining skills and confidence for returning to work. Our recruitment policies and practices promote equal opportunities. We also offer a number of well-paid, part-time job opportunities, which may be attractive to service spouses and partners. We have received the 'Carers Confident' accreditation from Carers UK, which means that we have good working practices to recruit, support and retain employees with caring responsibilities. We have some ex service personnel in our team, and they feel that our culture and working practices are a good fit for them.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

We have a generous holiday entitlement, which starts at 28 days plus bank holidays. This is 8 days over the statutory minimum. Our Leave provision Policy allows for staff to request extended unpaid leave. We also have a number of high quality, part time roles, over half our workforce work part-time, this allows flexibility to manage caring and family responsibilities.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

Our Leave policy recognises that employees are Reservists may have time off work for public duties.

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

The Armed Forces Coordinator works alongside Surrey Young Carers in supporting any young carers who are cadets or in schools or the wider community.

- *aiming to actively participate in Armed Forces Day;*

Action for Carers actively promotes all staff to be involved in Armed Forces Day celebrations. The Armed Forces Coordinator attends both local and national events and also partnership works with local veteran and Armed Forces Community in organising Armed Forces Day celebrations

- *offering a discount to members of the Armed Forces Community;*

Any veteran or Armed Forces carers have access to free activities and offers which are made available to Action for Carers.

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.

Action for Carers has a website where there is a dedicated Armed Forces page to inform all Armed Forces carers and carers of veterans of these commitments. We hold annual surveys to invite feedback on the service and use this feedback to improve service provision. The Giving Carers A Voice service holds specific consultation sessions which focus on the particular needs and views of Armed Force and veteran carers.