



Scottish Provincial Press 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:
Scottish Provincial Press Ltd

Signed: 

Name: Thelma Henderson

Position: Managing Director

Date: 24 Jan 2017



Scottish
Provincial
Press Ltd

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 Scottish Provincial Press 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 Scottish Provincial Press 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 by;*
 - *publicising our Armed Forces Covenant commitment through our newspapers, magazines and websites*
 - *by displaying the Armed Forces Covenant logo on our publications where appropriate*
- *seeking to support the employment of veterans young and old by;*
 - *working with the Career Transition Partnership (CTP) to find highly motivated and experienced veterans who are leaving the Armed Forces*
 - *offering interviews to veterans, including those who may have been wounded or injured, if they meet the selection criteria laid out in a job advert*
 - *recognising military skills and qualifications when interviewing for new positions*
- *striving to support the employment of Service spouses and partners*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, when the service person has leave to spend with their family*
- *seeking to support our employees who choose to be members of the Reserve forces by;*
 - *accommodating their training and deployment needs where possible;*
- *offering support to cadet units in our local communities and schools by;*
 - *publicising and promoting their activities and work, where appropriate*
- *aiming to help publicise and promote Armed Forces Day, especially in Inverness*