



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Reserve Forces' & Cadets' Association for Greater London

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 Reserves, Cadets, Veterans and military families contribute to our business and our country.

Signed on behalf of Reserve Forces' & Cadets' Association for Greater London

Signed:

Name: Hugh Purcell

Position Held: Chief Executive

Date: 11/12/2015

Signed:

Name: Marc Overton

Position Held: Chairman

Date: 11/12/2015



**Ministry
of Defence**

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 Corporate Covenant

1.1 We Reserve Forces' & Cadets' Association for Greater London 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 Reserve Forces' & Cadets' Association for Greater London 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;***
 - *Promoting our work, activities and events through our own publications, print media and social and digital media channels as well as working with the Press*
- ***supporting the employment of veterans young and old;***
 - *Working with the Career Transition Partnership (CTP) as well as advertising vacancies on our website when they become available*
 - *Working with other organisations or charities that seek to support veterans in any way shape or form*
 - *Supporting veterans themselves by signposting, advising and providing opportunities to help them in their civilian life*
- ***supporting the employment of Service spouses and partners;***
 - *Welcoming applications from spouses/partners as long as they meet the eligibility criteria*
- ***offering a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***

- *Sympathetically review requests for holiday where they impact on family life surrounding deployments*
- *Consider special leave for employees who are bereaved or whose partner is injured*
- ***supporting our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;***
- *Staff are actively encouraged to become Reservists*
- *Up-to two weeks and 3 days special leave per year is available to attend annual camp or training days*
- *Accommodation of Reserves training commitments wherever possible*
- *Fully supporting or accommodating mobilised deployment of Reserve employees if required*
- ***Supporting our local cadet units, both community and school based***
- *Staff are actively encouraged to become members of the Cadet Forces*
- *Up-to two weeks and 3 days special leave per year is available to attend annual camp or training days*
- *Accommodation of Cadets training commitments wherever possible*
- *Actively promote the activities and achievements of the cadet forces to our business and wider communities*
- ***aiming to actively participate in Armed Forces Day;***
- *We will promote Armed Forces Day events across the region by online communications, social media, unit support and our London Bridge and Cadet London Bridge magazine and the presence of our staff*
- *We will encourage London's Reserve Forces and Cadet Force Adult Volunteers to participate in Reserves Day*
- *We will fly the Armed Forces Day flag*

- *Will actively work with our City Association with regards to all Reserve and Cadet matters*
- *Through our links to the City of London, we shall work with partners to promote, encourage and foster relationships with defence*

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.