



Salisbury FC 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:
Ministry of Defence

Signed on behalf of:
Salisbury FC Ltd

Signed: P Corfield

Signed: IAN HAMMOND

Name: PAUL CORFIELD LT COL

Name: IAN HAMMOND

Position: SO1 PLANS ARMCEN

Position: CHAIRMAN

Date: 15 JUL 17

Date: 15 JULY 2017



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 Salisbury FC 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 Salisbury FC 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**
 - promoting our work, activities and events through our own digital and social media channels as well as working with the press
 - publishing our Covenant Pledge on a dedicated Corporate Covenant page on our website
 - support Armed Forces Day at a dedicated home fixture allowing free entry to all members of HM Forces
- **seeking to support the employment of veterans young and old**
 - working with and advertising vacancies through the Career Transition Partnership (CTP), to ensure that employment opportunities are made accessible to Veterans
 - welcoming applications from Veterans who meet the criteria in the job specification
 - recognise and value military skills and qualifications in our recruitment and selection process
 - actively seek to recruit members of HM Forces to play semi-professional football for Salisbury FC, we will advertise this at local MOD establishments

- **striving to support the employment of Service spouses and partners**
 - working with and advertising vacancies with Recruit for Spouses, as well as advertising widely in the Armed Forces Community
 - welcoming applications from spouses/partners who meet the criteria in the job specification
 - endeavouring to offer flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment on operations

- **seeking to support 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
 - accommodation of Reserve training commitments wherever possible
 - fully supporting and accommodating mobilised deployment of Reservist employees if required
 - Where applicable promote their progress in the Reserve forces by publishing their achievements and career through SFC media

- **offering support to our local cadet units, either in our local community or in local schools, where possible**
 - offering the ground and hardstanding area for training and parade when available

- **aiming to actively participate in Armed Forces Day (AFD)**
 - by becoming an AFD Partner
 - in advance, promoting through the SFC digital media
 - during, post, publishing stories through the SFC social media

- **offering a discount to members of the Armed Forces Community**
 - registering with Defence Discount Service
 - offering bespoke continuing and /or time limited offers to serving members of HM Forces for season ticket, match tickets or conference or event bookings
- **any additional commitments**
 - encourage and support fundraising for Service Charities

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.