



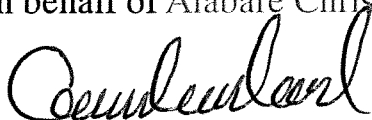
## **Corporate Covenant**

# **The Armed Forces Corporate Covenant**

Alabaré Christian Care & Support

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 Alabaré Christian Care & Support

Signed: 

Name: Andrew Lord

Position Held: Chief Executive Officer

Date: 15<sup>th</sup> May 2014



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 Alabaré Christian Care & Support 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 Alabaré 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; Alabaré will proudly promote our Armed Forces Corporate Commitment through our charity publications, posters and leaflets, on our website and other social media and by the use of the logo on our stationary.*
- *seeking to support the employment of veterans young and old; Alabaré supports the employment of veterans recognising the skills and competencies that they bring and will shortlist for interview all that meet the selection criteria. Alabaré advertises vacancies through a range of employment agencies but ensures that adverts are also published through military employment agencies such as The Poppy Factory, Regular Forces Employment Agency, Civvy Street and Remploy for example. Alabaré monitors the number of veterans that are recruited and employed.*
- *striving to support the employment of Service spouses and partners; Alabaré supports the employment of Service spouses, partners and dependents and monitors how many are recruited and employed. As Alabaré operates over a wide geographical area we will look to redeploy where possible any Service spouse or partner who is posted to a new location that fits with Alabaré's footprint.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; Alabaré has a Family Policy which gives flexibility over granting leave. Our managers will also take into account the need for additional flexibility during and after a partner's deployment or through serious injury or bereavement.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Alabaré welcomes members of the Reserve forces to be employees and accommodates their training and deployment where possible. Currently Alabaré has two Reservists and will actively seek to increase this number.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; Alabaré will offer support to local cadet units where possible, this may be*

*for example offering rooms/large spaces for hire or additional training spaces not used by Alabaré employees to cadets.*

- *aiming to actively participate in Armed Forces Day; Alabaré is an active participant in many Armed Forces Day commemorations across the different local authority areas that the charity operates within and sees participation as a public and practical way that the charity can display being Armed Forces friendly.*
- *in addition we will provide safe and supportive accommodation and housing and employment support for vulnerable and homeless veterans in the geographical areas that the charity operates. Currently Alabaré can provide accommodation and support for 57 veterans within South West England and will be providing for 72 veterans in Wales by end 2014.*

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.