



Corporate Covenant

The Armed Forces Corporate Covenant

Everton in the Community

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 Everton in the Community

Signed:

Name:

DENISE BARRETT-BARCLAY

Position Held: C.E.O.

Date: 9/9/2014



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 Everton in the Community 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 Everton in the Community 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;*
- *seeking to support the employment of veterans young and old;*
- *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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *Sporting Opportunities*
Participants will be able to take part in weekly gym classes in the Everton Active Centre with a qualified gym instructor either in a group or personal. We will also facilitate weekly football training sessions with Everton in the Community coaches.
- *Education, Training, Volunteering and Employment*
Participants will be offered the opportunity to undertake accredited qualifications covering a range of themes such as sports and fitness, mentoring, CBT, etc. They will also undertake targeted employment activities through our 'Everton 4 Employment' workshops covering themes such as CV writing, job search techniques and interview skills. Furthermore, all veterans will be given the opportunity to enrol as an official volunteer with Everton in the Community to transfer their skills and experiences into positive community based activities.

- *Emotional Support Networks*
Volunteer Veteran Mentors will deliver sessions, facilitate the development of the programme and to provide specialist emotional support to veterans experiencing different anxieties and challenges.1
- *Practical Support Networks*
The programme will facilitate the involvement of a number of specialist partner agencies to provide outreach sessions at Goodison Park covering a range of health and welfare issues, i.e. families, parenting and relationships, health issues, housing and benefits, substance dependency and smoking cessation, financial planning and legal advice, etc
- *Social Contact*
As an opportunity to encourage more social interaction for the participants, both with veterans and non-veterans, a number of social outings or events will be arranged such as match-day experiences, stadium tours, participation in exhibition matches and tournaments, fundraising activities and awareness events.
- *Awareness Raising and Cascade Training for Likeminded Stakeholders*
The Inside Right project team will deliver a number of 'Mental Health Awareness in Sport' workshops to inform future delivery organisations and practitioners about the key things to consider when establishing projects of this nature.
This will be supported by a wide Awareness Raising campaign to harness the profile of Everton Football Club to challenge misconceptions about Veterans and to raise awareness of the challenges they face.
- *Working with Families and Children*
A coordinated project will be implemented for Art and Creative Technology allowing the families and children of veterans to work together to undertake a range of creative art projects utilising forms such as photography, digital media and audio.
The concept of 'Togetherness Through Sport' will be used as a focus for the subject matter, allowing families to explore the places, memories, experiences and values that are most dear to them in relation to sport and physical activity.
- *Befriending Veterans in Prison*
EitC have strong links in local prisons and will therefore facilitate monthly visits from our trained Veteran Mentors to support veteran's serving custodial sentences in the region.
The programme will particularly target those veterans who are due for release within 6 Months to allow them to be supported back into the community through Inside Right and the work of our partners.

