



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

**Soldier On!**

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 Soldier On!

Signed:

Name: Chris Dreyfus

Position Held: Chairman of Trustees

Date: 29<sup>th</sup> August 2014

**soldier on!**



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 Soldier On! 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 Soldier On! 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;

Soldier On! is an independent national educational charity focussed on providing services to medically discharged service leavers and veterans. We promote our support for the Armed Forces in everything that we do.

- seeking to support the employment of veterans young and old;

Through our Personal Career Management Programme we support medically discharged veterans to manage their transition from military to civilian careers. In addition, Soldier On! operates a Veterans' Guaranteed Interview Scheme which enables those veterans which met the essential criteria for a job to be guaranteed an interview.

- striving to support the employment of Service spouses and partners;

Our recruitment policies ensure fair and open competition. However, support of the Armed Forces and an understanding of the military ethos are key qualities we look for in our recruitment process.

- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

Our flexible approach to leave ensures that Service spouses and partners are able to reserve leave for periods which coincide with their partner's deployment pattern.

- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;

As well as providing flexibility for leave allocation, those staff who are members of the Reserve forces are allocated an additional two weeks paid leave for attending their annual block training.

- offering support to our local cadet units, either in our local community or in local schools, where possible;

Cadet force instructors are offered the same additional paid leave conditions as for members of the Reserve forces.

- aiming to actively participate in Armed Forces Day;

As well as engaging with local events and online, we encourage staff to participate in events near them.

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.