



Corporate Covenant

The Armed Forces Corporate Covenant

The National League (Football)

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: **The National League**

Signed: 

Name: *BRIAN BARWICK*

Position Held: *CHAIRMAN
THE NATIONAL LEAGUE*

Date: *12/11/2015*

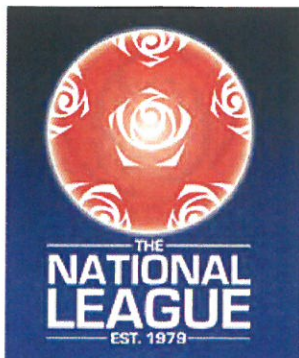
Signed on behalf of: **Ministry of Defence**

Signed: 

Name: *J CRAUGH*

Position Held: *Assistant Chief
of Defence Staff*

Date: *12 November 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 the National League 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 The National League recognises the value serving personnel, service leavers, 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:**
 - *Publicise Corporate Covenant commitments and logo on National league websites and through all our social media.*
 - *Display the Corporate Covenant logo to show that all members of the Armed Forces Community are welcome.*
 - *Assist in the creation of Armed Forces Community Groups and networks both within and out of the National League organisation.*
 - *Participate in Armed Forces Day (via different activities)*
- **Seeking to support the employment of veterans young and old and working with the career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers:**
 - *Value and recognise military skills and qualifications when interviewing for positions.*
 - *Interview, veteran applicants who meet the selection criteria in a job specification/advert.*
 - *Consider engaging with The Recovery Career Service (www.recoverycareerservices.org.uk) to support as far as is practical, employment opportunities for wounded, injured or sick veterans*
 - *Participate (and where possible host) in selected Career Fairs for those leaving the Armed Forces.*
- **Striving to support the employment of Service spouses and partners:**
 - *Interview Service spouse applicants who meet the selection criteria in a job specification.*
 - *Advertise suitable vacancies via the local Brigade, Garrison, Unit or base.*
- **Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment:**
 - *Sympathetically review requests for holidays before, during or after partner's overseas deployment, when the person has leave to spend with their family.*
 - *Consider special paid leave is appropriate for employees who are bereaved or whose spouse/partner is injured.*

- **Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible:**
 - *Accommodate Reservists training commitments wherever possible.*
 - *Consider a HR Policy that gives Reservists 10 days special leave in order to complete their training*
 - *Wherever possible accommodate the mobilisation of a Reservist if they are required to deploy.*
 - *Encourage Reservists in the National League to participate in Reserve Day and Armed Forces Week.*

- **Offering support to our local cadet units, either in our local community or in local schools, where possible:**
 - *Engage with Reserve Forces' and Cadets' Association to Identify opportunities (www.rfca.org)*
 - *Encourage employees to become cadet helpers or instructors, where practical.*

- **Encourage all 68 National League Football Clubs to sign an Armed Forces Corporate Covenant.**

- **Endeavouring and agreeing in principle to a Strategic, Regional and Local partnership linking National League Football Clubs and military units (pairing).**

- **Agreement and joint ownership of a National League and Armed Forces (Army) Memorandum of Understanding (MoU). The MoU, attached at Enclosure 1, is not legally binding but provides a framework and basis for further development work in order to enhance the National League, the Armed Forces and local community projects and partnerships.**

2.2 The National League will publicise these commitments through our literature and on our websites, setting out how the National League will seek to honour them and invite feedback from the Service Community and clients on how we are performing.

Enclosure:

1. Draft MoU – Civil Engagement through Sport (National League – Football).

MEMORANDUM OF UNDERSTANDING

CIVIL ENGAGEMENT THROUGH SPORT (FOOTBALL)

NATIONAL LEAGUE –THE ARMY

Ser	Activity	NL	AF	Remarks
1	Promoting Football as an Armed Forces-friendly organisation	X	X	CC
2	Employment and support of UK Service Veterans and Leavers	X	X	CC
3	Employment and support of Armed Forces wounded/injured	X	X	CC
4	Employment and support of UK Service spouses and partners	X	X	CC
5	Employment and support of UK Armed Forces Reservists	X	X	CC
6	Promoting Armed Forces Day/Uniform to Work Day	X	X	CC
7	Work together for the betterment of our communities	X	X	CC
8	The appointment of a representative as the principle point of contact for engagement	X	X	CC
9	Ensuring HR and Corporate Social Responsibilities strategies and policies reflect defence personnel commitments	X	X	CC
10	Maintaining and sharing a comprehensive picture of employee involvement with Defence organisations	X	X	CC
11	Espousing the benefits of employee involvement in defence (e.g. skills/capability development) to their stakeholders	X	X	CC
12	Actively contribute feedback on the development of the defence employer propositions, campaigns and surveys	X	X	CC
13	Encouragement of all 68 National League Clubs to sign the CC	X	X	
14	Joint Leadership training between St Georges Park and The Royal Military Academy Sandhurst (RMAS)	X	X	
15	Promoting Team Building training with the Army with all club Youth Teams	X	X	
16	Agree joint civil engagement/community projects – Armed Forces Employability Pathways (AFEP)	X	X	
17	Reviewing and validating employer views of employee involvement against their own records	X	X	
18	Agree to a Joint partnership and venture on Euro 2020	X	X	
19	Agree to hosting Recruiting events	X	X	
20	Agree to maximise PR opportunities	X	X	
21	Agree to publicity campaigns for mutual benefits	X	X	
22	Support the Football Futures Project	X	X	
23	Support the FA Pioneers Day	X	X	
24	Support to the Oppo Foundation	X	X	
25	Support to the RBL	X	X	Remembrance Day
26	Support to the Club Youth Squad Development Programme	X	X	
27	Supporting Joint Football Road shows	X	X	
28	Support the pairing of Clubs and Army Units	X	X	
29	Establish and support a partnership with the Football League "Resettlement" programme	X	X	
30	Develop a partnership between the Army (Regional Command) and the Football League Community engagement Board	X	X	

