



Corporate Covenant

The Armed Forces Corporate Covenant

TEDS

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 TEDS

Signed: *Jean Harrington*

Name: Jean Harrington

Position Held: Manager

Date: 31.10.14



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 TEDS 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 TEDS recognises the value serving personnel, reservists, veterans and military families could bring to our service. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation;*

This will be included in all our publicity material and highlighted at every opportunity.

- *seeking to support the employment of veterans young and old by actively targeting specific Armed Forces recruitment avenues.*

We currently employ 3 Veterans as part of the Change Step project working as Peer Mentors. We also have veterans working within our main project. Any further vacancies will be specifically targeted at veterans.

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

We also deliver the Listen In service for veterans families and look to engage them in delivering services

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

We have the ability to be flexible when granting leave and would always prioritise spouses and partners of service personnel

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

Flexibility of service delivery would always be possible under these circumstances. We also would provide support around their emotional needs.

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

We already work in the community and have delivered information sessions to local cadet units. We also already work in all the Comprehensive schools in our area so could expand on this.

- *aiming to actively participate in Armed Forces Day;*

Our Change Step project participates fully in Armed Forces Day

- *any additional commitments TEDS could make.*

Our services are available to everyone in the community and we are able to be responsive to need and to be innovative in developing new services. We are members of the Cwm Taf Community Covenant Panel.

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.