



**Corporate
Covenant**

The Armed Forces Corporate Covenant

Bridgend Association of Voluntary Organisations (BAVO)

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
Signed:

BAVO

Name:
Position Held:
Date:

Heidi Bennett
CEO
1st October 2015

Bridgend Association of Voluntary Organisations

Cymdeithas Mudiadau Gwirfoddol Sir Penybont



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

BAVO will endeavour in its 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 BAVO 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 and ensuring the logo is prominently displayed;*
- *seeking to support the employment of veterans young and old through encouraging and assisting organisations and charities who place veterans back into work*
- *helping veterans, develop new skills and opportunities for career development or change through utilising volunteering opportunities via our centre*
- *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 in our local community;*
- *aiming to actively participate in Armed Forces Day;*
- *Providing free support to local charities and other partners to achieve investment in local services targeting support for armed forces communities, families and veterans;*
- *Facilitating links between local charities, and through a multiagency approach to encourage and enable planned and joined-up delivery to achieve the best outcomes for local armed forces communities, their families and veterans;*
- *Actively promoting and engaging in the work of the local Armed Forces Community Covenant group*
- *Providing an information point to relevant community services for those in need of help and support*

2.2 We will publicise these commitments through on our website, setting out how we will seek to honour them and inviting feedback on how we are doing.