



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

**SkillForce Scotland**

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 SkillForce Scotland

Signed: 

Name: Dave McCallum

Position Held: Area Manager SkillForce Scotland North

Date: 07 July 2015



# **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 SkillForce Scotland 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 SkillForce Scotland 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:

- ***SkillForce Scotland** will continue to proactively advocate and support existing and former Armed Forces personnel and their role in defending the realm. It publicly communicates its commitment both internally and externally to the wider community through its organisational Aims and Objectives, its website and literature.*
- *Over the last 10 years, **SkillForce Scotland** has employed or trained former Armed Forces personnel, and it will continue to employ former Armed Forces personnel to help deliver its organisational Aims and Objectives.*
- ***SkillForce Scotland** provides support, training and work placements for Armed Forces Personnel who are leaving the Armed Forces, equipping and training them to instructor/mentor level in preparation for work in supporting young people at risk of exclusion.*
- ***SkillForce Scotland** is an approved provider of the Careers Transition Partnership and actively recruits former Armed Forces personnel and promotes the benefits of their unique skills, qualities and experience, supporting their transition to civilian life.*
- ***SkillForce Scotland** provides training and work placements for wounded, injured and sick Armed Forces personnel who are leaving the service. It offers empathetic support for transition to civilian life, drawn from the experiences of its existing personnel who are former Armed Forces.*

- ***SkillForce Scotland** actively recruits Reserve Forces personnel, and works in partnership with Cadet Forces where possible, to deliver its programmes.*
- ***SkillForce Scotland** actively participates in Armed Forces Remembrance and encourages Remembrance in over 90 schools across Scotland.*
- ***SkillForce Scotland** promotes the values of the military ethos in all our work with schools and young people and openly promotes the values of the Armed Forces.*
- ***SkillForce Scotland** encourages the community to support the Armed Forces*

2.2 ***SkillForce Scotland*** will continue to publicise our ongoing commitments through our literature, through our website and social media, and through our daily business working.