



Transport for London (TFL)

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:

Ministry of Defence

Signed: *M. Lancaster*

Name: *Mark Lancaster MP*

Position: *MDPV*

Date: *11 February 2016*

Signed on behalf of:

Transport for London

Signed: *Mike Brown*

Name: *Mike Brown*

Position: *Commissioner*

Date: *11 February 2016*

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 Covenant

1.1 We Transport for London 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 Transport for London 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;*
 - By publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant Logo
 - Holding industry days or military talent days to build an understanding between the military and the transition into the transport sector with pan TfL representation.
 - Seeking to make work placements for veterans available through the Ministry of Defence's Career Transition Partnership (CTP), across a variety of areas within TfL.
 - To participate at industry wide conferences about our experiences of employing defence personnel
 - The provision of case studies of our ex-forces people as well as our reservists to spell out why we value talented individuals with military training
 - Delivering a co-ordinated poppy appeal in November to raise funds for the British Legion.
 - To publicise and raise awareness of our initiatives internally via our intranet and externally through our digital and social media channels.
- *Seeking to support the employment of veterans;*
 - Endeavouring to advertise specific vacancies on the Career Transition Partnership (CTP) website and with other organisation's that actively support service leavers, allowing us to develop a recruiting framework to improve our ability to recruit military talent leaving the services
 - To promote our commitments through our recruitment campaigns, where appropriate.
 - Seek to work with the CTP in order to establish a supported employment pathway for service leavers

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
 - Working with the MOD to identify those responsible for the cadets with the aim to help TfL to develop a programme that links cadets to our talent agenda
- *aiming to actively participate in Armed Forces Day through the organisation of promotional activities and awareness events*
- *offering a discount to members of the Armed Forces Community;*
 - Provision of ticket discounts for service personnel and their dependants via the HM Forces Railcard that can be fully connected to the TfL Oyster card
 - Free travel is provided to service personnel who have sustained a certain level of physical or psychological injury in the line of duty, via the Veterans Oyster photo card, this includes this includes widows, widowers and dependants
 - Any member of the Regular or Reserve Service who travels on our network in Uniform and carries their MOD 90 card is entitled to free travel

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.