



Aspire Supported Living CIC

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:

Aspire Supported Living CIC

Signed: _____

Name: Shadab Saiyed

Position: HR Executive

Date: 01/06/2017



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 Aspire Supported Living CIC 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 Aspire Supported Living CIC 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

- Displaying our Armed Forces Covenant logo to show that members of the Armed Forces community are welcome internal and external customers
- Actively offering accommodation to ex service personnel
- Accessing the ex military talent pool and endeavouring to recruit personnel with CVs that match closely with the job requirement
- Making every effort to celebrate Armed Forces Day, promoting the event and posting pictures on social media

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; by

- Working closely with CTP, civvy and other recruitment services to advertise vacancies
- Recognising military skills and qualifications when interviewing for new positions

- Arranging voluntary placement, work experience and training for armed forces personnel if suitable volunteering opportunities arise

Striving to support the employment of Service spouses and partners;

- As the business grows and branches in multiple geographic areas are available, ASL would attempt to find alternative employment within the business in another location, if they need to move with their partner

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

- At present ASL does not employ service personnel spouses or partners, should that change, families will be supported during periods of spouse/partner deployment by sympathetically looking into leave requests.
- Considering compassionate paid leave for employees who are bereaved

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

- Accommodating reservists training commitments wherever possible
- Encouraging reservists to participate in Reserves Day
- Being positive about applications from Reservists
- Granting unpaid extended leave to reservists when serving
- Prioritising the leave requests of reservists
- Offering reasonable alternatives to the reservists in case their job role ceases to exist

Offering support to our local cadet units, either in our local community or in local schools, where possible; by

- Making company premises available for the use of cadets to conduct events and activities

- Encouraging colleagues and service users to participate and assist in such events
- Make specific engagement assets available where possible

Aiming to actively participate in Armed Forces Day; by

Holding an Armed Forces Day inspired event at the office or with our citizens

Demonstrating support through social media

Offering a discount to members of the Armed Forces Community;

- ASL does not sell products and the services are not charged

Any additional commitments Aspire Supported Living CIC could make (based on local circumstances).

- In the future, consider becoming an Armed forces Day Corporate Partner and use the logo on bags, posters and websites
- Liaise with MOD for applications, encourage service users and colleagues to participate in events such as the army *reserve challenge*

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.

