



# Corporate Covenant

## The Armed Forces Corporate Covenant

### **ROUTEWAYS CENTRE LIMITED**

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: **ROUTEWAYS CENTRE LIMITED**

Signed:

Name: **WILLIAM WOYKA**

Position Held: **CHIEF EXECUTIVE**

Date: 4<sup>th</sup> December 2013.



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 We Routeways Centre Limited 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 Routeways Centre Limited 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 the Armed Forces Corporate Covenant logo, promoting through our websites and encouraging senior staff to attend local Armed Forces Covenant meetings wherever possible.*
- ***Seeking to support the employment of veterans' young and old** we currently have ex service volunteers and employ three veterans.*
- ***Striving to support the employment of Service spouses and partners** by negotiating flexible working arrangements including part time working and providing resources to enable remote/home working*
- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment** in line with HR policy.*
- ***Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; through negotiation with Line managers and HR***

- *Offering support to our local cadet units, We currently employ two cadet staff, negotiate time off for mandatory courses and have at least one senior member of staff who volunteers on the management committee for the one of the local Sea Cadet Units.*
- *Aiming, if possible, to actively participate in **Armed Forces Day**; We will advertise the event through our websites and support the Sea Cadets by providing equipment and resources, where appropriate, for the National Armed Forces day in Plymouth.*

2.3 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.