



Building Heroes Education Foundation

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:

Building Heroes Education Foundation

Signed:

Name:

PETE BRADBURY

Position:

CHAIRMAN

Date:

17TH MARCH 2017

Signed:

Name:

Lt Col Andrew Betts

Position:

CO 8 PWRR

Date:

17TH March 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 **Building Heroes Education Foundation** 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 **Building Heroes Education Foundation** 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;*
- *Providing veterans and transitioning service personnel a rapid path into employment in the building trades*
- *Working collaboratively with partner charities and resettlement services to create an effective referral network to ensure a constant flow of candidates*
- *Attend briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the training and employment opportunities provided by the Charity*
- *Providing intensive construction skills training for veterans and resettling personnel, irrespective of age, gender, duration of service, length of time since leaving the Forces or reason for leaving*
- *Provide the initial training, including on-site welfare costs for residential courses where applicable, at no cost to the trainee*
- *Creating a network of employers who recognise the attributes of our graduates and are willing to provide suitable work experience and employment opportunities for a career in construction related industries*

- *Supporting wounded, injured and sick veterans to achieve their potential through supporting them into suitable employment, work experience and training opportunities wherever possible*
- *Applying to become a member of COBSEO (Confederation of Service Charities), which ensures that the Charity is part of the powerful voice that lobbies on behalf of all Service charities*
- *Aiming to actively participate in Armed Forces Day; promote Armed Forces Day through our social media channels and actively take part in local and regional Armed Forces Day events, using the opportunity to promote the work of the Charity and its mission*
- *Striving to ensure the staff, volunteers and Board of Trustees of the Charity include veterans and members of the wider Armed Forces community*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners employed by the Charity before, during and after a partner's deployment;*
- *Engaging with local cadet units to explore the creation of an equivalent pathway into construction for young adults*

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.