



Dorset Health and Safety 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:

Dorset Health and Safety Limited

Signed: _____

Name: _____

STUART GILKINSON

Position: _____

MANAGING DIRECTOR

Date: _____

21ST JULY 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 at Dorset Health and Safety 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 Dorset Health and Safety 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, with the Company Director and all of the company trainers being current or ex-military personnel ;*
- *striving to support the employment of Service spouses and partners by providing outstanding training opportunities for both, whilst at the same time affording flexibility, taking account of family commitments whether partners are at home or serving elsewhere during our courses;*
- *where certificating bodies permit, we shall endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible within timeframes which are suitable to both them, the Service and their employers;;*
- *offering support to our local cadet units, by way of free advice and unlimited accessibility to our range of courses (age permitting, e.g. first aider must be over the age of 14 years);*
- *offering a discount to members of the Armed Forces Community, this is an on-going commitment, with approximately 700 Armed Forces personnel already haven taken advantage;*
- *Preparing to travel to deliver training at Service establishments and locations nearby*
- *Seeking membership of the Enhanced learning Credit Scheme as an approved provider.*

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.