



Inspired Villages

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:

Inspired Villages

Signed:

Name: Jamie Bunce

Position: Director

Date: 27.9.2018

Inspired
just imagine...

Signed on behalf of:

Ministry of Defence

Signed:

Name: Lt Col G R MacPherson TD RLC

Position: SO1 UK Engagement Plans
Headquarters 11 (Infantry) Brigade &
Headquarters South East

Date: 27.9.2018



**Ministry
of Defence**

Forces Covenant

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 Inspired Villages 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 We recognise 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;*
- **Veterans:** *seeking to support the employment of veterans and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service leavers;*
- **Service Spouses & Partners:** *striving to support the employment of Service spouses and partners; including flexibility in granting leave before, during and after a partner's deployment;*
- **Reserves:** *seeking to support employees who are members of the Reserve Forces, including granting special leave for training of 5 days paid and 5 days unpaid leave. On return from training a recording document will be made available to log transferable skills gained. We will also aim to support the deployment process*
- **Cadet Organisations:** *seeking to support employees who are volunteer leaders in military cadet organisations; supporting local cadet units. This will be supported by three days of leave offered to all employees for volunteering activities.*
- **Armed Forces Day:** *aiming to participate actively in Armed Forces Day and Reserves Day;*
- *We will provide support to veterans and influencers living in our villages, particularly in relation to armed forces day and also encourage such residents to mentor those leaving armed forces and looking for employment, which will further enhance our commitment through the Covenant.*

2.2 We will publicise these commitments through our literature, on staff notices, and 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.