



RMA – The Royal Marines Charity

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:

RMA-The Royal Marines Charity

Signed: *Jonathan Ball*

Position: CEO

Date: 8 August 2019



GIVING A LIFETIME
OF SUPPORT TO
THE RM FAMILY

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 RMA-The Royal Marines Charity 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 RMA-The Royal Marines Charity 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;*
Using social media, PR and communications we promote that we are armed forces-friendly organisation to a global audience, within the Military Family and across industry.
- *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;* We deliver careers fairs in liaising with CTP for Royal Marines and their Families and work closely with CTP teams to help enhance the service they provide.
- *striving to support the employment of Service spouses and partners;* We actively employ service spouses and partners at the Charity, advertising all our vacancies through ex-military recruitment websites, Royal Marine WAGS Facebook groups, local family Facebook groups, RM Daily Orders, and traditional online recruitment methods. The Education and Employment Team offer support and opportunities for Service spouses and partners assisting them into employment.
- *offering support to our local cadet units, either in our local community or in local schools, where possible;* RMA-The Royal Marines Charity offer and provide funding and volunteer support to Royal Marines cadet units, offer work experience and grant support for activities.
- *aiming to actively participate in Armed Forces Day;* Through RMA-The Royal Marines Charity's 87 strong membership branches, our community fundraising team and via social media, we participate and support Armed Forces Day events across the globe.

- provide through life support to Royal Marines and their families –
 - Through our funding we enhance the operational efficiency and effectiveness of the Royal Marines, to sustain and promote our traditions, heritage and esprit de corps;
 - We provide welfare support and advice to serving and retired Royal Marines and their dependants
 - We generate funds, non-financial benefits and access to employment in order to provide the best possible through life charitable support.
 - We are building a resilience centre for use by all Royal Marines and their families throughout the year, opening in 2020.
- support the Naval service – Through supporting RM units, personnel and families, we provide a better quality of life and facilities/opportunities which the taxpayer cannot fund, thereby communicating to them that their contribution is recognised and valued. Our funding addresses specific needs which are deemed essential by the Naval Service but for which no public funding is available that are known to have an impact on retention:
 - military efficiency through funding of sport and adventure training which improves physical fitness, teamwork and cohesion, in addition to the improvement in morale; and through integrating recruitment opportunities into our activities.
- morale of the Royal Marines and community through funding of amenity facilities, functions and activities such as families' days, unit functions and facilities which the taxpayer cannot support.
- welfare and mental well being of the Corps Family through our Support Network providing a network of locally based volunteers who are able to give additional help to unit-based RNRM Welfare services through local engagement with families who are often far away from Welfare Hubs and outposts, and also offering recognised courses of therapy to dependants and veterans which complement the NHS and Combat Stress provision, with speed of access, geographical proximity and length of treatment provided.
- work in close partnership with other Naval Service charities in its funding and service delivery work, with our USP being our ability to use the power of the RM Brand to generate income and non-monetary support from the general public which would not otherwise be brought into the NS Charity sector, and thereby ensuring that significant further funding and benefit is available for the NS community.
- Engagement closely with the Commandant General Royal Marines (our honorary President) in order to ensure that the funding and services provided to the Corps are those most needed through the NS perspective.

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.