



**bibic**

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:  
**Ministry of Defence**

Signed on behalf of:  
**bibic**

Signed: 

Signed: 

Position: **Base Warrant Officer**

Position: **Chief Operating Officer**

Date: **12<sup>th</sup> December 2019**

Date: **12<sup>th</sup> December 2019**



**Ministry  
of Defence**

**bibic**   
changing lives

# 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 **bibic** 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 **bibic** 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;*  
*We will create a bespoke webpage on our website containing the Armed Forces Covenant logo, a copy of the covenant agreement and a statement from our Chief Operating Officer. As we attend events and have success stories, we will post these on the covenant page.*  
*We will promote the armed Forces Covenant to businesses we meet and seek to work with other groups who have also signed the covenant to look at shared resources and ideas.*
- *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 will post all our paid and voluntary vacancies on CTP and hashtag any social media posts to attract the attention of all veterans in our area.*
- *striving to support the employment of Service spouses and partners;*  
*Where the experience of the applicant meets the criteria of the job or voluntary position, we will guarantee an interview. We will also make note of the applicants' military skills for consideration at future vacancies.*

*We will also actively advertise work that is going out to tender, or voluntary work opportunities to gain experience, through Armed Forces sites and social media pages*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

*We acknowledge the effect the deployment of a spouse and partner can have on an employee and where practicable to do so will grant leave or provide a more flexible working day and schedule.*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

*We are a small team, often performing more than one role. Consideration will be given to enable all employees to carry out activities outside of the working day.*

- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

*We rely on volunteers to deliver many fundraising activities and will seek the support of local cadet units as a first port of call. We will encourage them to set up a 'supporter group' for each station in their community, reporting to our charity fundraising officer who will provide guidance, encouragement and materials.*

- *aiming to actively participate in Armed Forces Day;*

*We will work with our local base (RNAS Yeovilton) to support any initiatives they have on the day. We will also produce supportive social media posts promoting the day and how our signing of the covenant has produced successful results*

- *offering a discount to members of the Armed Forces Community;*

*We work on very small margins but will look to provide members of the Armed Forces Community assessments for children with learning difficulties and disabilities at a discounted rate through our 'fee waiver' scheme if required.*

- *Seeking to supply volunteering and feelgood fundraising opportunities for partners or spouses;*

*Recognising the mental health and wellbeing 'feelgood' factor of doing something to help others we would actively advertise opportunities for Service partners and spouses to hold fundraising events in aid of bibic. We would provide guidance, encouragement and materials to support their activities and promote every success on our website and social media. We would identify potential group leaders to set up supporter groups for bibic to raise funds and awareness of the charity*

2.2 We will publicise these commitments on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our service users and our supporters on how we are doing.