



3 Counties Defence and Security Group (3CDSG)

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:
3 Counties Defence & Security Group

Name: Lieutenant Colonel Richard Jones
Position: 11 Signal & West Midlands Brigade
Engagement Team
Date: 17 July 2019

Position: Chief Executive Officer and Chairman
Date: 17 July 2019



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 3 CDSG 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 3 CDSG 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;*
- *Seeking to support the employment of veterans young and old in order to establish a tailored employment pathway for Service Leavers. In particular we will:*
 - *publicise the availability of free and discounted delegate passes to the Defence and Security Expo (3CDSE) to our members.*
 - *offer guaranteed interviews to all veterans who meet the minimum selection criteria for any role to which we ourselves recruit.*
 - *where possible, seek to prioritise businesses owned by veterans or those who have themselves signed the Armed Forces Covenant, when awarding contracts or offering partnership opportunities;*
 - *Promote the Armed Forces Covenant and the benefits of employing members of the Armed Forces Community at all of our member events;*
 - *Where possible, invite organisations such as the Reserve Forces & Cadets Association and the Regional Employer Engagement Team to our events, in order to present to members and raise awareness;*
- *Striving to support the employment of Service spouses and partners. In [particular we will;*

- *where possible, seek to prioritise businesses owned by Services Spouses or those who have themselves signed the Armed Forces Covenant, when awarding contracts or offering partnership opportunities;*
- *offer flexible working opportunities for services spouses and partners who we employ, for example by allowing flexible working hours, at home working, part time working, as appropriate.*
- *Seeking to support our employees who choose to be members of the Reserve Forces, including by:*
 - *promoting the employment of Reservists to our members;*
 - *accommodating the training and deployment of any Reservist we employ;*
 - *offering a guaranteed interview to all members of the Reserve Forces who meet the minimum requirement for any role to which we recruit and encouraging our members to do the same;*
 - *actively promoting the employment of Reservists in our communications, for example by publishing articles, blogs, advice notes and case studies – highlighting the transferable skills and experience of those in the Reserve Forces;*
 - *offer 10 days additional paid leave to staff who we employ who are members of the Reserve Forces;*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible. In particular we will;*
 - *where appropriate, seek to use local Cadet Forces at our events in order to show case their skills;*
 - *offer priority to members of the Cadet Forces when allocating work experience places within our organisation and encourage our members to do the same;*
- *Delivering two training events per year to our members, with one element of the training being directly relevant to the Armed Forces Covenant and the objectives of Defence Relationship Management;*

- *Asking all of our partners to offer discounts on their services to members of the Armed Forces Community and prioritising those who do, when considering future partnership opportunities;*
- *Ensuring that any charities we ask to join us as partners are official Armed Forces Charities or a charity which supports members of the Armed Forces Community;*
- *Encouraging our members to raise funds for Armed Forces Charities;*
- *Inviting all of our partners, members, suppliers contractors to sign up to the Armed Forces Covenant;*
- *Promoting the Armed Forces Covenant to our members and contacts where appropriate and signposting them to organisations such as the Reserve Forces & Cadets Association in order that they might show their support.*

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.