



## Commonwealth Legion GH CIC

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:

**Commonwealth Legion GH CIC**

Signed: \_\_\_\_\_

Position: Chairman \_\_\_\_\_

Date: 01/09/2020 \_\_\_\_\_



# 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 **Commonwealth Legion GH CIC** 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 **Commonwealth Legion GH CIC** 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 are a community interest company set up to serve those serving and veterans in the Armed forces of Commonwealth descent. Our registration number is 12639016 and fully incorporated in England and Wales.*
- ***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 have teamed up with various organisations to ensure we are able to support service leavers transition into civilian life. We will also actively promote job vacancies among members of the armed forces community*
- ***striving to support the employment of Service spouses and partners;** we will endeavour to ensure suitably qualified spouses and partners of service personnel and service leavers are given job opportunities and assistance where possible to enable them settle into the workplace with confidence.*
- ***endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;** we will always make this a*

*priority and will ensure all service spouses, partners and dependants are given time off before, during and after deployment. Where they work for us directly, we will ensure there is enough flexibility for them to be able to take the time off during these important times and periods when service personnel are on deployment.*

- ***seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; we will endeavour to provide all the support and training requirements to make this happen. Where possible, we will also liaise with other partner organisations to make this happen.***
- ***offering support to our local cadet units, either in our local community or in local schools, where possible; As a community interest company supporting members of the armed forces and their wider communities, this will be an automatic consideration and focus of some of our activities.***
- ***aiming to actively participate in Armed Forces Day; We are happy and proud as an organisation to participate and honour our service men and women, veterans as well as our fallen heroes.***
- ***offering a discount to members of the Armed Forces Community; We will work with other organisations in forming partnerships to provide discounts to all members of the organisation.***
- *any additional commitments **Commonwealth Legion GH CIC** could make (based on local circumstances). This will be based on a specific need and as we are an organisation with membership across the globe, we will be working very hard to promote the interest of our members who are all serving members and veterans of the armed forces and their respective local communities.*

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.