

Signed on behalf of:

**Ministry of Defence**

**Signed:**

**Name:**

**Position:**

**Date:**

# Canterbury Archaeological Trust

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**We, the undersigned, commit to honour the Armed**

**Forces Covenant and support the Armed Forces**

Signed on behalf of:

**Ministry of Defence**

**Signed:**

**Name:**

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**Date:**

**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:

# Canterbury Archaeological Trust

Signed: Canterbury Archaeological Trust signature showing their commitment to the armed forces covenant

Position: Chairman of Trustees

Date: 27 November 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. We Canterbury Archaeological Trust 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 Canterbury Archaeological Trust 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 via our website and social media;*
* *seeking to provide volunteering opportunities for members of the Armed Forces Community;*
* *ensuring that when recruiting staff or volunteers we do not discriminate against veterans or other members of the Armed Forces Community;*
* *striving to support those employees who are veterans, Service spouses and partners;*
* *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner’s deployment;*
* *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
* *endeavouring to forge and maintain positive links with our local Reserve and cadet units, where possible;*
* *aiming to actively participate in events such as Armed Forces Day where possible;*
* *offering a discount to members of the Armed Forces Community for our taught courses equivalent to that offered for members of our own Friends organisation.*

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.