



Skeletal Consulting Engineers Limited

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:

Skeletal Consulting Engineers Limited

Signed:

Position: Managing Director

Date: 25.1.2021



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 Skeletal Consulting Engineers Limited 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 Skeletal Consulting Engineers Limited recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- We will Promote the fact we are an Armed Forces-friendly organisation:
 - *We will promote the fact that we are an Armed Forces-friendly organisation, to our staff through our interview and induction process.*
 - *By promoting our work, activities and events through our own digital & social media channels as well as working with the press.*
 - *By publishing our Covenant pledge on our web site.*
- **seeking to support the employment of veterans young and old:**
 - *By welcoming applications from, and guaranteeing interviews with, Veterans who meet the criteria in the job specification.*
 - *We will recognise military skills and qualifications in our recruitment and selection process.*
- **striving to support the employment of Service spouses and partners:**
 - *By welcoming applications from spouses/partners who meet the criteria in the job specification*
 - *We will endeavour 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 accommodating their training and deployment where possible:**
 - *By supporting our employees who are members of the Reserve Forces.*
 - *By granting additional unpaid leave for annual Reserve Forces training.*
- **offering support to our local cadet units, either in our local community or in local schools, where possible:**

- *We will support our employees who are volunteer leaders in military cadet organisations,*
- *By granting additional unpaid leave to attend annual training camps and courses.*

- National and Local Events:
 - *We will support Armed Forces Day, the Poppy Appeal Day and Remembrance activities.*
 - *In advance we aim to promote through the web and our social media and other networks.*
 - *We will encourage employees to take part in Reserve Forces Day, Uniform to Work Day and any Flag Raising Ceremonies; assisting with case studies and stories and working with the Wessex RFCA to get them to press.*
 - *We will publishing stories on the web, social media and other networks as well as working with the RFCA Communications lead & the press.*

- Armed Forces Charities:
 - *We will encourage and support Armed Forces charities with fundraising and supporting staff who volunteer to assist.*

2.2 We will publicise these commitments on our website.