

What is the Armed Forces Covenant

The Armed Forces Covenant is a promise from the nation to those who serve or who have served, and their families, which says we will do all we can to ensure they are treated fairly and not disadvantaged in their day-to-day lives. The Armed Forces Covenant relies on the people, communities, and businesses of the UK to actively support it in order to make a difference.

The government is committed to supporting the Armed Forces community by working with a range of partners who have signed the Armed Forces Covenant. The Covenant brings together the government, businesses, local authorities, charities and the public in order to support those who serve.

The Covenant can be adopted by a business or charitable organisation of any size and from any industry, whether you are an employer of a member of the Armed Forces Community or simply wish to publically acknowledge your support for the Armed Forces.

Companies are encouraged to develop a relationship with members of the Armed Forces Community who work in their business or access their products or services.

The Covenant aims to formally recognise the value of the support employers provide to the Armed Forces community and through this, the contribution they make to the Nations security.

The Covenant can be adopted by a business or charitable organisation of any size and from any industry, whether you are an employer of a member of the Armed Forces Community or simply wish to publically acknowledge your support for the Armed Forces.

The Covenant is designed to fit with your business requirements; you can choose to support all the strands or edit to your business.

Who does the Armed Forces Covenant include?

- Members of the Reserve Forces
- Veterans/Service Leavers
- Spouses/Partners of service personnel
- Members of the Cadet Forces— cadets and adult volunteers

The Armed Forces Community can contribute real value to a business, both as employees, who bring a wealth of skills and experience, and as customers. The scheme encourages the Armed Forces Community to do their bit to nurture this two-way relationship. We ensure the needs of companies are considered alongside those of Defence and the Armed Forces Community.

All Covenants are to be signed by a person in authority who can ensure that commitments are implemented and maintained.



Hints and Tips When Designing Your Pledge

When considering what to include in your Pledge, we encourage you to be ambitious, include specific pledges and demonstrate your awareness of how you can make a difference to the lives of those who serve.

Promoting the fact that you are **Armed Forces-friendly** by:

- displaying the Armed Forces Covenant logo on your website,
- letting your suppliers, contractors and industry colleagues know you've signed the Armed Forces Covenant
- follow us on our social media channels

Supporting your employees who are members of the **Reserve Forces** by:

- granting additional leave for annual Reserve Forces training
- supporting any mobilisations
- actively encouraging and supporting membership of the Reserve Forces
- attend opportunities to engage with the Reserve Forces

Supporting the employment of **Service spouses and partners** by:

- advertise appropriate vacancies with Forces Families Jobs
- engaging with the military Families Federations
- providing flexibility in granting leave before, during and after a partner's deployment

Supporting the employment of **veterans and service leavers** by:

- recognising military skills and qualifications as part of your recruitment and selection process
- advertise appropriate vacancies with the Career Transition Partnership

Supporting your employees who are members of the **military cadet organisations** by:

- granting additional leave to attend annual training activities or personal development courses
- actively encouraging and supporting membership of cadet organisations
- supporting your local cadet unit
- attend opportunities to engage with local cadet units

Supporting **national events** either in person or across social media by:

- taking part in Armed Forces week
- the Poppy Appeal Day
- Remembrance Day activities

You may also wish to support **Armed Forces charities** with fundraising and supporting staff who volunteer to assist.

We are available to assist you on your Partnering with Defence Journey at:

Kristina Carrington, Regional Employer Engagement Director

Email: ea-emp@rfca.mod.uk Tel: 01245-244817 Mob: 07920 194138

