## The Armed Forces Covenant

**An Enduring Covenant Between**

**The People of the United Kingdom**

**His 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 Insignia Crew 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 We 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:**

* **Promoting the Armed Forces:**
	+ - * *Promoting our work, activities and events through our own digital and social media channels*
			* *Publishing our Covenant pledge on our website*
			* *Promoting the fact that we are an Armed Forces friendly organisation, to our staff, contractors, clients, suppliers and wider public*
* **Veterans:**
	+ - * *Advertising vacancies within the Armed Forces community, to ensure employment opportunities are made available to veterans*
			* *Providing free support, guidance and mentorship to Veterans who register with us for both maritime and land-based positions*
			* *Welcoming applications from and guaranteeing interviews with Veterans who meet job specification criteria*
			* *Recognising military skills and qualifications in our recruitment and selection process*
* **Service Spouses & Partners:**
	+ - * *Advertising vacancies with Recruit for Spouses and Forces Families Jobs, as well as advertising widely in the Armed Forces Community*
			* *Welcoming applications from spouses/partners who meet job specification criteria*
			* *Endeavouring to offer flexibility in granting leave for Service spouses and partners before, during and after a partner’s deployment*
* **Reserves:**
	+ - * *Actively encouraging staff to become Reservists*
			* *Granting at least 10 days paid leave to attend annual Reserve Forces training*
			* *Accommodating Reserve training commitments when possible*
			* *Fully supporting and accommodating mobilised deployment of Reservist employees if required*
* **Cadet Organisations:**
	+ - * *Actively encouraging staff to become volunteer leaders in Cadet organisations*
			* *Supporting our employees who are volunteer leaders in military cadet organisations*
			* *Granting at least 10 days paid leave to attend annual training camps and courses*
			* *Considering sponsorship bids to support worthwhile Cadet projects*
			* *Recognising the benefits of employing cadets/ex-cadets within the workforce*
* **National Events:**

*Supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities by:*

* + - * *promotion through our website and via our social media platforms*
			* *following their social media pages*
			* *signing up to their newsletters*
* **Armed Forces Charities:**

*Supporting Armed Forces charities:*

* + - * *The Royal Marines Charity*
			* *Turn To Starboard*

**2.2 We will publicise these commitments 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.**