



Our Armed Forces Covenant

We support our Armed Forces by making the following commitments:

To uphold the Covenant's key principles, which are:

No member of the Armed Forces community should be disadvantaged compared to any other citizen in receiving public or commercial services.

In some circumstances, special treatment might be appropriate. This applies especially to the injured or bereaved.

To promote the Armed Forces, by:

Raising awareness of our work, activities and events through our digital and social media channels, as well as working with the press.

Publishing our Armed Forces Covenant pledge on a dedicated page on our website.

To support the employment of service spouses and partners, by:

Working with and advertising jobs through [Forces Families Jobs](#) and [Recruit for Spouses](#). Advertising jobs widely in the Armed Forces community.

Welcoming applications from service spouses and partners who meet the criteria in the job specification. Being flexible in granting leave for service spouses and partners before, during and after a partner's deployment.

To support our Reserve Forces employees, by:

Encouraging all staff to become Reservists. Accommodating their training commitments and deployment wherever possible. Making available up to two weeks per year of special paid leave to attend annual training camps.

To offer a discount to members of the Armed Forces community, by:

Registering with the Defence Discount Service. Creating special offers for Defence personnel.

To support the employment of veterans, by:

Working with and advertising jobs through the [Career Transition Service](#). Advertising jobs widely in the Armed Forces community. Welcoming applications from, and guaranteeing interviews with, veterans who meet the criteria in the job specification.

Recognising military skills and qualifications in our recruitment and selection processes.

To support Armed Forces charities, by:

Encouraging and supporting employee fundraising for service charities.

To support cadet units in our local community or local schools, by:

Encouraging all staff to become members of the Cadet Forces. Accommodating cadet training commitments wherever possible.

Considering sponsorship bids to support worthwhile cadet projects.

Making available up to two weeks per year of special paid leave to attend annual training camps and courses wherever possible

To support our Reserve Forces employees, by:

Becoming an AFD partner.

Promoting AFD through the web, social media, memberships and other networks.

Encouraging 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 Reserve Forces' & Cadets' Association (RFCA) to get them to press.

Publishing stories through the web, social media, memberships and other networks.

Working with the RFCA communications lead, and the press.
