



# Corporate Covenant

## The Armed Forces Corporate Covenant

### Hampshire Constabulary

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 Hampshire Constabulary

Signed:

Name:

ANDY MARSDEN

Position Held:

CHIEF CONSTABLE

Date:

24/4/15



Ministry  
of Defence

# **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 Corporate Covenant**

1.1 We Hampshire Constabulary 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.*

**Hampshire is county historically linked with all branches of the Armed Forces. Hampshire Constabulary is proud to support and encourage its' staff that are part of the Volunteer Reserve Forces.**

## **Section 2: Demonstrating our Commitment**

2.1 Hampshire Constabulary 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:

**Promote our support for the Armed Forces by;**

- *Publicising the Corporate Covenant commitments and Logo on our website and social media*
- *Promote Reserve Force membership within the organisation and general recruitment activity*
- *Promote Armed Forces Day via our intranet and encourage employees to participate in Armed Forces Day local events*

**Support staff who are members of Reserve Forces by accommodating mobilisation/training.**

**We will;**

- *Accommodate Reservists training commitments wherever possible*
- *Maintain our Force policy that provides extra leave for staff to attend annual training camps*
- *Release Reservists who are mobilised, except in exceptional cases*
- *Encourage Reservists to participate in Uniform to Work Day*

**Seeking to support ex Service men and women;**

- *Value and recognise military skills and qualifications when interviewing for positions*
- *Participate in selected Career Fairs for those leaving the Armed Forces*

**Support Service spouse and partners by;**

- *Recognising the need to grant leave whenever possible before, during and after a partner is deployed overseas*
- *Using our policies for compassionate and emergency leave in the event of bereavement or serious injury*
- *If possible attempt to find alternative employment within the business in another location if the spouse/partner needs to move to accompany their Service partner*

**Support local Cadet Units by;**

- Allowing extra leave for staff who are instructors for annual training camps
- Encourage staff to become Cadet helpers or instructors

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.