



## Voyage Care

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:

**Voyage Care**

Signed:

Name: Andrew Cannon

Position: Chief Executive Officer

Date: 03/08/2017

**voyage**care

# 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, **Voyage Care** 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 **Voyage Care** 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:

- *Promoting the fact that we are an armed forces-friendly organisation; by endeavouring where possible to:* Publicise our Armed Forces Covenant commitments through our website and social media interactions, to advise of armed forces events within business communications, display posters and the Armed Forces Covenant logo within all communication points.
- *Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers; by:* working with the Career Transition Partnership (where possible) and Social Media in promoting and introducing our employment opportunities to individuals who are leaving the Armed Forces. Attend open days / events specifically for those leaving the Armed Forces and Offer guaranteed interviews to veterans, young and old, if they meet the selection criteria laid out in a job advert. Include investigating Armed Forces information throughout the recruitment process by incorporating recruitment pre-screen and interview questions to assist Armed Forces applications.
- *Striving to support the employment of Service spouses and partners; by focussing recruiting effort on the Armed Forces community, advertising through ‘service-friendly’ recruitment*

agencies and service charities. Use social media to promote and advise spouses and partners of employment opportunities and our commitment to attempt to find alternative employment within the business in another location, if they need to move to accompany their partner. Along with, our pledge to offer guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert.

- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; by:* being sympathetic to requests for holidays before, during or after a partner's overseas deployment. Committing to offer flexibility of working contracts if required in order to support spouses and partners in maintaining employment.
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; by* being sympathetic to requests for holidays to allow normal leave for training and deployment requirements, with further considerations in offering additional unpaid where practicable. Support reservists in establishing a partnership relationship with our business managers in order to facilitate the planning and operational functioning of the business to be maintained.
- *Aiming to actively participate in Armed Forces Day; by:* following Armed Forces Day on Facebook or Twitter, interact and communicate support on social media sites and link to the Armed Forces Day website. Following and interacting with Armed Forces Social media activity and Blogs in order to keep abreast of Armed Forces activities.
- *Encouraging and maintaining local links with Armed Forces:* **Voyage Care** will endeavour (where possible) to support the programme "Future Reserves 2020" initiative by supporting an individual's application and respecting peoples choices and the life they wish to lead, Where possible Voyage Care will work on building great relationships with local Armed Forces bases and appropriate contacts.

- *Communicating and celebrating successes:* **Voyage Care** will communicate the success and experiences of Armed Forces and Reservist employee's by working together to listen, engage and share meaningful experiences through internal and external media.

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.