

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 **Bentleigh Chase** 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 **Bentleigh Chase** 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;*** Bentleigh Chase's Managing Director is an ex member of the Royal Air Force who was injured on duty and knows the impact of having to start a new career unexpectedly. We promote on our social media pages that we are keen supporters of ex-military personnel and realise what ability and experience all armed forces individuals have to offer. We have helped several ex forces candidates into employment and really champion their abilities and skill sets which can be transferred across from military to civilian working life.
- ***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;*** Bentleigh Chase has a large network of currently servicing personnel and when someone expresses an interest in leaving the service, we offer advise as to the best educational courses that would be beneficial to their chosen career path. We provide our Recruitment Services nationwide to all sectors of companies and are a constant advocate for ex-military individuals, going above and beyond to try and get civilian companies to recognise that veterans are extremely skilled individuals that have a huge amount to contribute.

- *Striving to support the employment of Service spouses and partners and endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.* Service Spouses and Partners can be at a disadvantage when trying to seek employment. Civilian companies can be prejudicial in their judgements when considering an application due to forces personnel moving around constantly. Bentleigh Chase strives to educate clients/companies to focus on the benefits that spouses/partners can offer and due to the ever-growing culture of flexible working patterns and ever-changing working environments, spouses/partners would be the ideal candidates for employment.
- Bentleigh Chase has waived their recruitment fee with clients on several occasions to enable ex forces candidates to be given the chance at interview. We regularly use our network to advise and guide ex forces personnel and their families in any way we can.

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.