



## Young Pathfinders Ltd

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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:  
**Young Pathfinders Ltd**

Signed:

A handwritten signature in red ink, consisting of a series of loops and a long horizontal stroke.

Position: Managing Director

Date: 14<sup>th</sup> August 2019



# 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 Young Pathfinders Ltd 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 Young Pathfinders Ltd 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 publicising our Armed Forces Covenant on our website and displaying the Armed Forces Covenant logo on our Social Media
- seeking to support the employment of veterans young and old striving to support the employment of Service spouses and partners by specifically seeking contractors who are from the Veteran community, by recognising military skills and qualifications when interviewing for new positions and offer guaranteed interviews to spouses/partners if they meet the selection criteria laid out in a job advert.
- seeking to support our employees who choose to be members of the Reserve forces by accommodating reservists' training commitments wherever possible. striving to support the employment of Service spouses and partners;
- Endeavouring to offer a degree of flexibility in granting leave for service spouses and partners before, during and after a partner's deployment by looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family.

- Consider whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.
- As an adult instructor with the Army Cadets our organisation will offer support to our local cadet units, either in our local community or in local schools and where possible encourage our employees to be cadet helpers or instructors and making our company facilities and premises available for the use of the cadets.
- Employ Cadets when they age out through work experience or part time positions, to apprenticeships.
- Throughout our clubs we will actively participate in Armed Forces Day, through themed activity days within our organisation
- Offering a discount to members of the Armed Forces Community through our organisation's activity days for both adults and children.
- Providing therapeutic woodland activities through our Wild Woodland Rehabilitation programme to injured members of the Armed Forces Community

2.2 We will publicise these commitments through our literature, on our website, and through our social media setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.