



## X - Forces

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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 (Regular & Reserve),  
Cadets, Veterans, and military families contribute to our  
business/school/charity and our country.

Signed on behalf of:

**X - Forces**

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

Signed on behalf of:

**Ministry of Defence**

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_



# **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 X-Forces 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 X-Forces recognises the value serving personnel, reservists, veterans and military families bring to our business. As an organisation that supports the Armed Forces community through our core activities, the below lists the undertakings of our organisation above and beyond our prescribed business activities. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the fact that we are an armed forces-friendly organisation;**
  - Promoting our work, activities and events through our own digital & social media channels as well as working with the press.
  - Publishing our Covenant pledge on our website (under Resources).
  - Encouraging large corporate organisations to engage with the community including; military charities, the Career Transition Partnership (CTP) and our beneficiaries;
  - Recruit national volunteer advocates to support and promote peer to peer communication.
- **Offering support outside commercial working hours;**
  - Our staff provide voluntary support to advice and support members of the Armed forces community outside of the working day, taking into account the

different working patterns and time zones that impact members of the community.

- At least four times per year our Senior Management team and staff volunteer to support military charities at large events with presentations and representation.

- **Seeking to support veterans young and old:**

- Our HR policy guarantees interviews following applications from Service Leavers and Veterans who meet the criteria in the job specification.
- Our staff offer informal networking opportunities and introductions to Veterans seeking an employed role with organisations within the team's personal networks.
- Actively working with the Career Transition Partnership (CTP), when self-employment is not an option as well as making introductions and advertising vacancies widely in the Armed Forces Community.
- Recognising military skills and qualifications in our recruitment and selection process, SJARs and OJARs are handed to an experienced member of the team and all staff have an internal brief available to them.

- **Striving to support the employment of Service spouses and partners;**

- working with and advertising vacancies with Recruit for Spouses, as well as advertising widely in the Armed Forces Community,
- Our HR policy guarantees interviews following applications from spouses/partners who meet the criteria in the job specification.
- Offering a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.

- Seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;
  - Staff are actively encouraged to become Reservists.
  - Up to 10 days per year of special paid leave is available to attend training commitments and annual training camps.
  - Fully supporting and accommodating mobilised deployment of Reservist employees if required.
- **Offering support to our local cadet units, either in our local community or in local schools, where possible;**
  - Staff are actively encouraged to become mentors to Cadets to help young people grow a professional network.
- **Actively participating in Armed Forces Day;**
  - Promoting Armed Forces and Reserves Day through our website, social media, e-mail signatures and other networks.
  - Encouraging employees to take part in Armed/Reserve Forces Day, Uniform to Work Day and any Flag Raising Ceremonies.
  - Creating case studies and stories in the lead up to, during and following each occasion, and working with our local RFCAs to get them to press.
- **Additional commitments:**
  - Encourage and support employee fundraising for Service Charities.
  - X-Forces encourage 2 days of employee support to individuals not eligible for our existing programmes from the Armed Forces community that we are commissioned to provide.
  - Encouraging collaboration between Military Charities and actively introducing these organisations to our big business partners.

- "X-Forces was created to bring together national initiatives that support the Armed Forces Community to excel in business, whether they work for themselves or for another organisation.

To do this effectively we need and encourage collaboration even if this means that it is not in our core activity as an organisation but will have a small or large impact on the individual getting work ready to explore independence through meaningful work. For this to be actualised we do many things such as connecting people; advising government, charities and corporates and mentoring which is not part of our day to day remunerated business."

2.2 We will publicise these commitments through our literature and 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.