

Reserves Policy and Armed Force

The Workforce Partnership Ltd (WP Ltd) is a veteran-owned business. We are signatories to the Armed Force Covenant and active supporters of service in the UK Reserve.

We believe strongly in the benefits of citizen service and recognise the links between civilian skills sets and military skillsets. We believe service in any part of the UK military Reserve is a positive action that should be supported and encouraged by employers. We will always seek to accommodate reservists during periods of training or mobilisation and will never prejudice a reservist for their service.

WP Ltd aims to support our employees who are members of the Reserve Forces with a commitment to train regularly and a liability to be mobilised for a period of full-time military service. Line Managers should support these commitments and work with the Reservist employee to facilitate training requests and longer periods of absence for mobilisation. For their part, we expect the Reservist employee to recognise that they have a responsibility to manage these requests by providing adequate notice for training commitments to enable Line Managers to plan accordingly.

The key tenets of smooth reservist's service are clear communication and early engagement between company and employee.

Appended to this policy is the Armed Forces Covenant signed by the WP Ltd. This covenant in effect forms and support the WP Ltd Reservists' employment policy. It aligns to our views and intentions toward Reservists in general in our employ and we endorse it fully.





The Workforce Partnership Ltd

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:

The Workforce Partnership Ltd

Signed: _____

A handwritten signature in blue ink, appearing to read "T D USHER".

Name: T D USHER _____

Position: Managing Director (UK) _____

Date: 1 July 2020 _____



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 The Workforce Partnership 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 The Workforce Partnership 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:*
 - *promoting our work, activities and events through our own digital & social media channels as well as working with the press where appropriate.*
 - *publishing our Covenant pledge on a dedicated page of our website.*
www.workforcepartnership.co.uk
- *seeking to support the employment of veterans young and old by:*
 - *working with and advertising vacancies through the Career Transition Partnership (CTP), as well as advertising widely in the Armed Forces Community, to ensure employment opportunities are made available to Veterans*
 - *welcoming applications from Veterans who meet the criteria in the job specification*
 - *recognising military skills and qualifications in our recruitment and selection process*
- *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;*

- *seeking to support our employees who choose to be **members of the Reserve forces**, including by accommodating their training and deployment where possible and specifically by:*
 - *actively encouraging staff to become Reservists*
 - *offering up to 2 weeks per year of special paid leave is available to attend annual training camps*
 - *accommodating other Reserve training commitments wherever possible*
 - *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;*

- *aiming to actively participate in **Armed Forces Day** by:*
 - *Offering financial support to local military charities planning events*
 - *Participating in Veteran and AFD events in our local area*
 - *Publicising AFD and or veteran-owned status on our social media channels and encouraging public support*
 - *offering a discount to members of the Armed Forces Community.*

2.2 We will publicise these commitments through our social media presence 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.