



## Jonathan Lee Recruitment 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:

**Jonathan Lee Recruitment Ltd**

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

A handwritten signature in blue ink, appearing to be "Jonathan Lee", written over a horizontal line.

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

Date: 15 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 Jonathan Lee Recruitment 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 Jonathan Lee Recruitment 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 Jonathan Lee Recruitment Ltd is an armed forces-friendly organisation;*
- *employing suitably skilled service leavers within our own operations and giving additional training and development to assist their transition into commercial roles*
- *working in partnership with the Career Transition Partnership (CTP) and independently to support service leavers and veterans in their transition to the civilian workplace through the provision of high quality recruitment services including careers advice, assistance with CV writing, interview preparation and introductions to potential employers;*
- *working with service leavers to help family members, including spouses and partners into employment;*
- *actively supporting our employees who are members of the Reserve forces, by accommodating their needs and commitments for both training and periods of deployment*
- *investing time and resource into key aerospace, defence and military events and exhibitions to promote the value of the skills and capabilities of service leavers and their families to private businesses;*

- *committing time to support the wellbeing of veterans through participation in “veteran hubs” and Armed Forces engagement events;*
- *supporting local and national mental health charities that provide critical services to veterans and families within the Armed Forces Community*
- *being active members of associations including the Make UK NDI (Northern Defence Industries) initiatives, and other regional employer associations including WEAFA, NWAA and MAA to promote the value of service leavers and their families as potential future employees*
- *promoting Armed Forces Day and activities of the Armed Forces Community through social media, public relations and online content shared with the widest possible audiences;*
- *working with clients to educate and ensure that job opportunities do not exclude or deter service leavers or veterans from applying through the requirement for formal qualifications where the equivalent relevant experience will meet the needs of the role*
- *educating the clients who review service leavers’ CVs on understanding military skills and transferable experience and qualifications*

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.