




## Burendo

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**We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.**

Signed on behalf of:

**Burendo**

Signed:   
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Name: Gary Green

Position: Director

Date: 10/4/2022



## The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom  
His 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, **Burendo**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

## Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. 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;

- Using the Covenant and Employer Recognition Scheme logos in our communications and marketing when promoting our work, activities and events through our own digital & social media channels.
- Appointing an Armed Forces Champion/s within our organisation to act as a focal point for organising and promoting support for the Armed Forces Community.
- Developing relationships and working collaboratively with other organisations supporting the Covenant and the Armed Forces Community in our region.

Seeking to support the employment of armed forces community by:

- Supporting Reservists by offering them additional days of leave in order to carry out their duties.
- Offering workplace insight days and mentoring schemes to Veterans, Spouses, Partners and Dependents seeking employment.
- Considering ways in which remote-working solutions might benefit the mobile Armed Forces Community, especially partners and spouses.
- Welcoming applications from Veterans who meet the criteria in the job specification.
- Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- Providing family friendly policies and culture for all employees, including families separated by deployments.

Additional commitments, we will:

- Work alongside local Armed Forces Charities to provide and promote awareness workshops/talks, for staff on the Armed Forces Community.
- Support, encourage participation in and promote Armed Forces events, such as Armed Forces Day, Reserves Day, the Poppy Appeal and Remembrance activities.
- Engage with local Armed Forces presence.

2.2 We will publicise these commitments through our literature and/or on our website and social channels, setting out how we seek to honour them and inviting feedback from the Armed Forces Community and our customers on how we are doing.