



Red Squirrel OT CIC

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: *Red Squirrel OT CIC*

Signed:

Name: Brigitte Hoare

Position: Specialist Occupational Therapist/Director

Date: 22nd January 2025



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 because 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, **Red Squirrel OT CIC**, will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant which are:

- *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, **Red Squirrel OT CIC**, 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 Armed Forces:**

Promoting our work, activities and events through our own digital and social media channels as well as working with the press

Publishing our Covenant pledges on a dedicated Covenant section/page on our website

Promoting that we are an Armed Forces friendly organisation, to our staff, contractors, customers, suppliers and wider public

- **Veterans**

Working with and advertising vacancies through Career Transition Partnership (CTP) to ensure employment opportunities are made available to veterans.

Guaranteeing interviews with veterans who meet the essential criteria in the job specification.

Recognising military skills and qualifications in our recruitment and selection process.

- **Service Spouses & Partners**

Guaranteeing interviews with military spouses/partners who meet the essential criteria in the job specifications.

Partnering with and advertising vacancies on Forces Families Jobs, to ensure employment opportunities are made available to Service Spouses & Partners.

Endeavouring to offer a degree of flexibility in granting leave for services spouses and partners before, during and after a partner's deployment.

- **Reserves**

Supporting our employees who are already members of the Reserve Force.

Granting 2 weeks additional paid leave to our Reservist employees to support annual training and courses.

Guaranteeing interviews with Reservists who meet the essential criteria in the job specifications.

- **Cadet Force Adult Volunteers**

Supporting our employees who are volunteer leaders in military cadet organisations.

Granting 2 weeks additional paid leave to our Cadet Force Adult Volunteer employees to attend annual training and courses.

Actively encouraging members of staff to become volunteer leaders in cadet organisations.

Recognising the benefits of employing cadets/ex-cadets within the workforce.

Registered with ACCT UK to partner with Cadet Units to offer support.

- **National Events:**

Supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.

- **Armed Forces Charities:**

Supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist.

- **Any additional commitments the company wishes to make:**

Red Squirrel OT CIC will also seek to uphold the principles of the Armed Forces Covenant by:

Seeking thriving lives for the bereaved Armed Forces community, regardless of the circumstances a consistent, holistic and enduring offering is provided.

Ensuring that members of the Armed Forces community, whether serving or otherwise, have a safe space and relevant platform to contribute to improving the outcomes of the bereaved Armed Forces community.

Communications, engagement and outreach to the Armed Forces community by providing a united voice advocating for those who have experienced bereavement and loss, articulating the unique challenges faced by the Armed Forces Community.

Advocating for a heightened awareness of the fundamental principles of the Armed Forces Covenant through communications with our network of stakeholders from across multiple sectors.

Improving the understanding of bereaved Armed Forces community regarding the healthcare, housing and education provision available through the Armed Forces Covenant. Working with our stakeholders to identify appropriate data through robust research.

2.2 We will publicise these commitments on our website, setting out how we will seek to honour them and inviting feedback from the Armed Service community and our service users on how we are doing.