



## **Institute of Chartered Foresters**

**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:

**Institute of Chartered Foresters**

Signed: 

Name: Louise Simpson

Position: Executive Director

Date: 4 August 2023

 Institute of  
Chartered Foresters

# 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, the **Institute of Chartered Foresters**, 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 The Institute of Chartered Foresters recognise the contribution that Service personnel, reservists, veterans, 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 the fact that we are an armed forces-friendly organisation

- **Employment support to members of the Armed Forces Community:**

Seeking to support the employment of veterans young and old and working with Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leaver.

Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.

Provide a buddying scheme for transitioning Service Personnel.

Encourage our members to offer work placements, insight days, mentoring schemes and/or guaranteed interview schemes to Veterans seeking employment.

Support the employment of Service spouses, partners and dependants, by signing up to Forces Families Jobs; endeavouring to offer short-notice leave to those whose partners are sent on deployment; and working with the tri-Service Families Federations.

Consider ways in which remote-working solutions might benefit the mobile Armed Forces Community, especially partners and spouses

- **Communications, engagement and outreach:**

Promote the Armed Forces Covenant, to our members

Use the Covenant logos where appropriate in our communications and marketing.

Create a dedicated Armed Forces page on our website

Appoint an Armed Forces Champion within your organisation to act as a focal point for organising and promoting support for the Armed Forces Community.

Signpost members of the Armed Forces Community to available support, for example from Cobseo, the Veterans' Gateway or statutory services in your area.

Set up a support network for our members who are veterans.

Develop relationships and work collaboratively with other organisations supporting the Covenant and the Armed Forces Community in your locality/region.

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 Armed Forces Community and our customers on how we are doing.