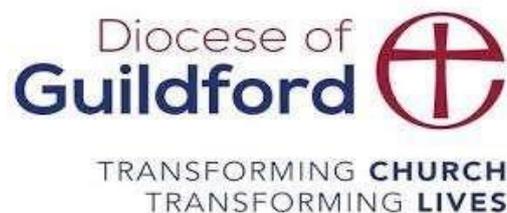




Diocese of Guildford

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.



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 Diocese of Guildford will endeavour in our business and pastoral 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 Diocese of Guildford recognises the value serving personnel, reservists, veterans and military families bring to our organisation. We will seek to uphold the principles of the Armed Forces Covenant, by:

- promoting the fact that we are an armed forces-friendly organisation;
- seeking to support the employment of veterans (young and old) in our recruitment practices by advertising vacancies widely, including through the Career Transition Partnership (CTP) website and the Church of England vacancies website, called Pathways. We encourage and warmly welcome applications from those veterans who have service related injuries, providing they meet the essential criteria for the job;
- seeking to support our employees who choose to be members of the Reserve forces, seeking as far as possible to accommodate their training and deployment;
- looking favourably upon employee requests for leave and flexible working by spouses with partners on deployment, and compassionate leave for any bereaved spouse/partner including for attendance at an inquest;
- affirming the important work of Regular and Reserve military chaplaincy and facilitating the transition to and from civilian and military ministry by recognising the transferability of skills and experiences of those engaged in military chaplaincy;
- supporting all who engage as Officiating Chaplains to the Military, by accommodating as far as reasonably possible their duties with the military;

- offering support to our local cadet units, either in our local community or in local schools, where possible;
- recognising and remembering the sacrifices made by others by marking Remembrance Sunday and such commemorative and ceremonial occasions through the production and distribution of liturgical material for use across the Diocese of Guildford
- aiming to actively participate in Armed Forces Day;
- ensuring that wherever possible our Church buildings and facilities are accessible to the Armed Forces Community especially Veterans with disabilities;
- making Church schools in our diocese aware of the particular needs of children from Service families including an encouragement to assist with the admissions process.
- supporting the work of both the Surrey and Hampshire Civilian-Military Partnership Boards by nominating representatives to both Boards, when and if required.
- Encouraging our parishes to actively support the principles of this Armed Forces Covenant

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