



Organisation Name

ONE Creative environments (ONE)

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:

Organisation Name

Signed: **Matthew Tebbatt**

Name: Matthew Tebbatt

Position: Managing Director

Date: 3 August 2023



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, **ONE Creative environments**, 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:

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

Offering work placements, insight days and mentoring schemes which are open to **Veterans** seeking employment.

Supporting the employment of Service **spouses, partners and dependants**, for example by: offering short-notice leave to employees whose partners are sent on deployment.

Offering insight opportunities which are open to older **Cadets** and those looking for apprenticeships and further education opportunities.

ONE operates a flexible working policy for all staff. We recognise that **flexible working solutions** might benefit the Armed Forces Community, especially partners and spouses.

- **Communications, engagement and outreach:**

Promote the Armed Forces Covenant, and our support for the Armed Forces Community to staff, customers/service users, supply chains and the wider public.

We will support/promote **Armed Forces events** eg Poppy Appeal and Remembrance activities.

We will use the **Covenant and/or Employer Recognition Scheme logos** in our communications and marketing.

We support a range of charitable organisations and will look for opportunities to support **local Armed Forces charities**, for example by supporting their fundraising activities.

We will **Signpost** members of the Armed Forces Community to available support including that locally via local councils' up to date databases of specific local support eg www.worcestershire.gov.uk/armed-forces-covenant/local-support-armed-forces-community

We will develop relationships and **work collaboratively where possible with other organisations supporting the Covenant** and the Armed Forces Community in our locality/region.

- **Commercial:**

We ensure everyone, including the Armed Forces Community, has **fair access** to our services and is not put at a disadvantage by their service, for example as a result of their high mobility.

- **Health:**

ONE will continue to commit to a very active Health & Wellbeing group that provides a range of activities to **support the physical and mental health** of all employees.

Policies will continue to be reviewed to ensure the best outcomes for staff and **mental health first aiders** are in place.

ONE provides staff with access to a **confidential third-party support** 'Employee Assistance Programme' that can signpost staff to appropriate support services.

- **Education:**

ONE has inclusive recruitment policies, recruits based on potential and supports everyone to achieve eg through a generous training budget, support for CPD and support for apprenticeships and other Government schemes to provide access to the profession outside of the traditional University route. In doing so, ONE will consider the needs of individuals e.g. Promoting **training and further/higher education opportunities** for Service leavers, ex-Service personnel and their families.

- **Civic responsibilities:**

We will take part in **remembrance and other ceremonial activities**.

- **Any additional commitment the organisation wishes to make.**

We are signed up to Disability Confident – Committed that **may benefit service leavers who have been injured in service**.

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.