



## THE HONOURABLE COMPANY OF AIR PILOTS

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:

The Honourable Company of Air Pilots

Signed:

Signed:

Name:

RICHIE PIPER

Name:

PAUL TARON

Master

Clerk

Date: 11 JULY 2024



# **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 Royal Navy, 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 Honourable Company of Air Pilots**, 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 Armed Forces:**

We will promote the fact that we are an Armed Forces-friendly organisation to our staff, customers, suppliers, contractors and the wider public.

We will seek to maintain strong links with each of our affiliated service units, promoting regular correspondence and issuing regular invitations for service personnel to attend Company events. We will encourage our affiliated service units to nominate one point of contact and to keep us advised of changes in staffing; the Company in return will encourage correspondence with the Clerk's office or respective Court Liaison Officer to provide continuity of contact.

We will seek to involve a cross-section of members in visits to affiliated units when such opportunities arise.

We will seek to raise awareness across our wide network of members of the scope of duties carried out by the Armed Forces and the importance of the Armed Forces Covenant.

We will encourage members of our affiliated service units and others in the Armed Forces to apply for membership of the Company, to provide friendship and fellowship and increase understanding among members who may be able to offer employment or professional advice to people who have served, or are serving, or to family members.

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

We will encourage members who are employers to give consideration to employing and supporting veterans, reservists, Cadet Force adult volunteers and members of military families.

We will advertise our own office vacancies with service charities and employment agencies set up to help those who are changing career or retiring from active service.

We will support any reservists (if employed by the Company) by providing appropriate paid leave for days when they are on deployment or required training and will give leave of absence from Court or Committee business for any members or officers of the Company who are members of the Armed Forces and may be deployed or called to training.

We will encourage and support members who are volunteer leaders in military cadet organisations and publicise achievements reported to us by our affiliated cadet units, recognising the benefits of employing cadets and ex-cadets within the workforce.

- **Communications, engagement and outreach:**

We will publicise our links with affiliated service units on a dedicated page on our website.

We will feature the work of the Armed Forces in our printed journal and e-newsletters by inviting a nominated contact within each of our affiliated units to provide appropriate content and photos.

We will recognise and publicise achievement each year by individuals in the Armed Forces through our Trophies and Awards.

- **Civic responsibilities:**

We will ensure that our charitable funds actively seek to support appropriate requests from military and associated charities.

We will support, and encourage our members to support, the Poppy Appeal and Remembrance activities.

We will participate in, and provide a financial contribution to, the City of London Garden of Remembrance Service each year. An appropriate representative will represent the Company in showing respect to the fallen and giving thanks for the service of all in the Armed Forces.

We will support our affiliated units when invited to do so by attending any civic function at which their role and contribution to the community are being recognised eg local annual presentations, Freedom of a town or city; achievement of national or royal recognition and awards.

2.2 We will publicise these commitments on our website and in communication with our members.