




DJ Haswell Ltd Trading As

Bluebird Care South Tyneside, Newcastle, Darlington, and York

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:

DJ Haswell Ltd Trading as Bluebird Care South Tyneside, Newcastle, Darlington & York

Signed: 

Name: David Haswell

Position: Director

Date: 15/11/23



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, DJ Haswell Ltd trading as Bluebird Care South Tyneside, Newcastle, Darlington and York, 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:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.
- **Service Personnel and Veterans:** supporting the recruitment and employment of service personnel and veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership to support the employment of Service leavers.
- **Service Spouses & Partners:** supporting the employment of service spouses and partners; partnering with the Forces Families Jobs Forum (<https://www.forcesfamiliesjobs.co.uk/>); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Armed Forces Reserves:** supporting our employees who are members of the Reserve Forces granting additional unpaid leave for annual Reserve Forces training; allowing the attendance of courses in work time where there is a direct benefit to the organisation; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations; guaranteeing leave to attend annual training camps or courses; allowing the attendance of courses in work time where there is a direct benefit to the organisation; actively encouraging members of staff to become volunteer leaders in cadet organisations; recognising the benefits of employing cadets/ex-cadets within the workforce.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day, and Remembrance activities.

2.2 We will publicise these commitments through our literature and 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.