



## Connect it Utility Services

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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:

**Connect it Utility Services**

Signed: Peter Leech  
Peter Leech (Jan 24, 2024 12:42 GMT)

Name: Peter Leech

Position: Managing Director

Date: 24/01/2024



# **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 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, **Connect it Utility Services**, 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:

- Offer support via the delivery of CIUS business services to the ministry of defence across its network of operational, residential and infrastructure sites.
- Promoting the fact that we are an Armed Forces-friendly organisation through our work and activities, including digital and social media channels, publishing our pledge, and displaying the covenant logo on our website.
- Engaging with the Careers Transition Partnership to ensure career opportunities are made available to service leavers and veterans.
- Recognising military skills and qualifications in our recruitment and selection process.
- Offering interviews to service leavers and veterans where essential selection criteria are met.
- Consider ways in which remote working solutions might benefit mobile Armed Forces, partners, and spouses.
- Establishing an internal Armed Forces Network to enable staff members with an Armed Forces connection to meet and support one another.
- Endeavour to offer flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; including sympathetic review of holiday requests surrounding deployments and consideration of special leave for staff members who are bereaved or whose partner is injured.
- Support Reservists by facilitating the option for staff members to accommodate working pattern changes and providing unpaid leave to help fulfil training duties.

2.2 We will publicise these commitments through our literature and/or on our website, constantly seek to improve our pledge and will invite feedback from the Armed Forces Community on how we're doing.