



The right support, at the right time

Armed Forces Employer Policy

Author	Mrs Emma Rennie-Gibbons
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This policy sets out the procedures for employing armed forces personnel and supporting service children at the Leading Futures Alternative Provision.

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Introduction

Leading Futures is a proud Armed Forces Friendly Organisation and is fully committed to supporting the Armed Forces Community and creating an inclusive and supportive environment for all members of the Armed Forces Community.

Leading Futures is committed to supporting the Armed Forces Community and has signed the Armed Forces Covenant. We are proud to be an employer that upholds the principles of the Covenant and actively participates in the Defence Employer Recognition Scheme (ERS). Our aim is to ensure that all Armed Forces personnel, including Reservists, Veterans, and Service families, are treated fairly and are not unfairly disadvantaged in their recruitment, selection, or employment processes.

This policy sets out how we will support members of the Armed Forces Community and demonstrates our ongoing commitment to upholding the values of the Armed Forces Covenant.

Commitment to Supporting the Armed Forces Community

As an employer, we are fully committed to ensuring that members of the Armed Forces Community, including service personnel, veterans, and their families, are treated with respect and fairness. We will actively seek to ensure that no discrimination takes place due to an individual's service in the Armed Forces. This includes:

- Ensuring that Armed Forces personnel, whether still serving, veterans, or family members, are not unfairly disadvantaged in recruitment or selection processes.
- Taking steps to ensure the workforce understands our commitment to supporting the Armed Forces Community and that positive policies towards Defence-related issues are clearly communicated.
- Actively supporting our Reserve Forces personnel, recognising their contribution and ensuring they have the resources and flexibility to meet both their work and military commitments.

Recruitment and Selection Process

Leading Futures is committed to demonstrating that Armed Forces personnel are not unfairly disadvantaged during recruitment and selection. Our recruitment processes are designed to be inclusive, ensuring that:

- Service personnel, veterans, and their families are actively encouraged to apply for roles at Leading Futures
- We make reasonable adjustments to support the recruitment and selection of members of the Armed Forces Community.
- We ensure that candidates from the Armed Forces Community are not discriminated against on the basis of their service in the Armed Forces.
- We encourage diversity within the workplace by ensuring service personnel are given equal opportunity for employment.

Support for Reservists

As an Employer in the Defence Employer Recognition Scheme, we recognise and value the contribution of Reservists to the UK Armed Forces. We will:

- Offer flexible arrangements for Reservist employees to fulfil their training and deployment obligations.
- Provide at least 5 days of additional unpaid/paid leave (wherever possible not to the Reservist employee's financial disadvantage) to support Reserve personnel during mobilisation or training.
- Ensure that our HR policies and practices are inclusive of Reservists and that we actively demonstrate support for their development and training needs.
- Publicise our positive stance towards supporting Reservists, including clear communication about our policies within the workforce.

Supporting Service Children

Leading Futures is committed to supporting the children of Service personnel, ensuring they have a supportive environment that contributes to their wellbeing and development. In line with the KCSIE 2024 guidance, we will:

- Ask the correct questions during the welcome meeting to ensure that we can provide effective support to service children and their families.
- Provide additional support for service children, particularly in relation to their emotional wellbeing and mental health.
- Ensure that our policies take into account the unique challenges that service children may face, including frequent relocations and periods of parental absence due to deployment.

Supporting the Mental Health of Service Personnel and Families

We understand the challenges that service personnel, veterans, and their families face regarding mental health and wellbeing. We are committed to providing the necessary support to those who may require it. Our workplace will:

- Provide access to mental health resources and support networks for Armed Forces personnel and their families.
- Create a culture of openness where employees feel comfortable discussing their mental health and accessing support when needed.

Celebrating Armed Forces Week and Recognising Key Dates

Leading Futures is proud to celebrate the work and contribution of the Armed Forces Community. We actively recognise key dates throughout the year, including:

- Armed Forces Week
- Reserves Day
- Armed Forces Day
- Remembrance Day

We will use these events to raise awareness within our workplace and demonstrate our commitment to supporting the Armed Forces Community.

Recognition of the British Legion

We recognise and appreciate the vital role that the British Legion plays in supporting veterans and their families. We will actively support the British Legion's work through fundraising and awareness campaigns, helping to ensure that veterans and their families have access to the support they need.

Conclusion

We are committed to supporting the Armed Forces Community in every way possible. By adhering to the principles of the Armed Forces Covenant and participating in the Defence Employer Recognition Scheme, we ensure that our policies and practices reflect this commitment. We believe that by supporting the Armed Forces Community, we enrich our workforce and contribute to the well-being of those who have given so much to our country.