




Future Fit Group

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:

Future Fit Group

Signed: 

Name: Tom Godwin

Position: Chief Commercial Officer

Date: 1 September 2025

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, **Future Fit Group**, 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 within our workforce**
 - We will actively promote our vacancies to the Armed Forces Community.
 - We will engage with the Career Transition Partnership (CTP) to ensure service leavers are aware of our opportunities and our commitment to supporting the Armed Forces Community.
 - We will also identify roles suitable for remote working and promote these through relevant job boards, ensuring Armed Forces personnel, their dependents, and spouses can access roles that accommodate deployment and frequent movement across the country.
 - During employment, we will endeavour to support members of the Armed Forces Community in a way that reflects their individual needs and commitments, listening and taking proactive steps to prevent any potential disadvantage. This may include offering flexible work arrangements to accommodate training and mobilisation activities, or to support for spouses and families before, during, and after deployment.
- **Communications, engagement, and outreach:**
 - Have careers advice documents covering the specific needs of service leavers and reservists linked to opportunities via ELCAS.
 - Ensure that the ELCAS system is applied to as many of our courses that are eligible as possible, ensuring all our teams that support learners have an understanding of the ELCAS system.
 - Within our case studies and ambassador programmes ensure the armed forces are represented, showcasing particularly how entering our sector can support the journey of a service leaver
 - Support or promote Armed Forces events, such as Armed Forces Day/Week, Reserves Day, the Poppy Appeal and Remembrance activities.
 - Appoint an Armed Forces Champion within our organisation to act as a focal point for organising and promoting support for the Armed Forces Community, including the ELCAS scheme.
 - Use the Covenant and Employer Recognition Scheme logos in your communications and marketing, in all businesses across the Group.
- **Commercial:**

- Offer and/or promote commercial discounts for members of the Armed Forces Community via the Defence Discount Service.
- Make reasonable adjustments for those posted overseas or to areas outside the service provision – including product swapping and use of alternative assessment methods.
- Allow breaks in learning for no additional fee for those deployed overseas, or who have had protracted periods of deployment during their learning period.
- Where postings have changed within the UK allow for and support the change of training location as needed.

- **Health:**

- Apply reasonable adjustments as required based on changes in physical and mental health.

- **Education:**

- Promote training and further/higher education opportunities for Service leavers, ex-Service personnel and their families.

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.