

# The Royal Regiment of Scotland Charter



*Be the standard for others to follow*

**The Charter comprises:**

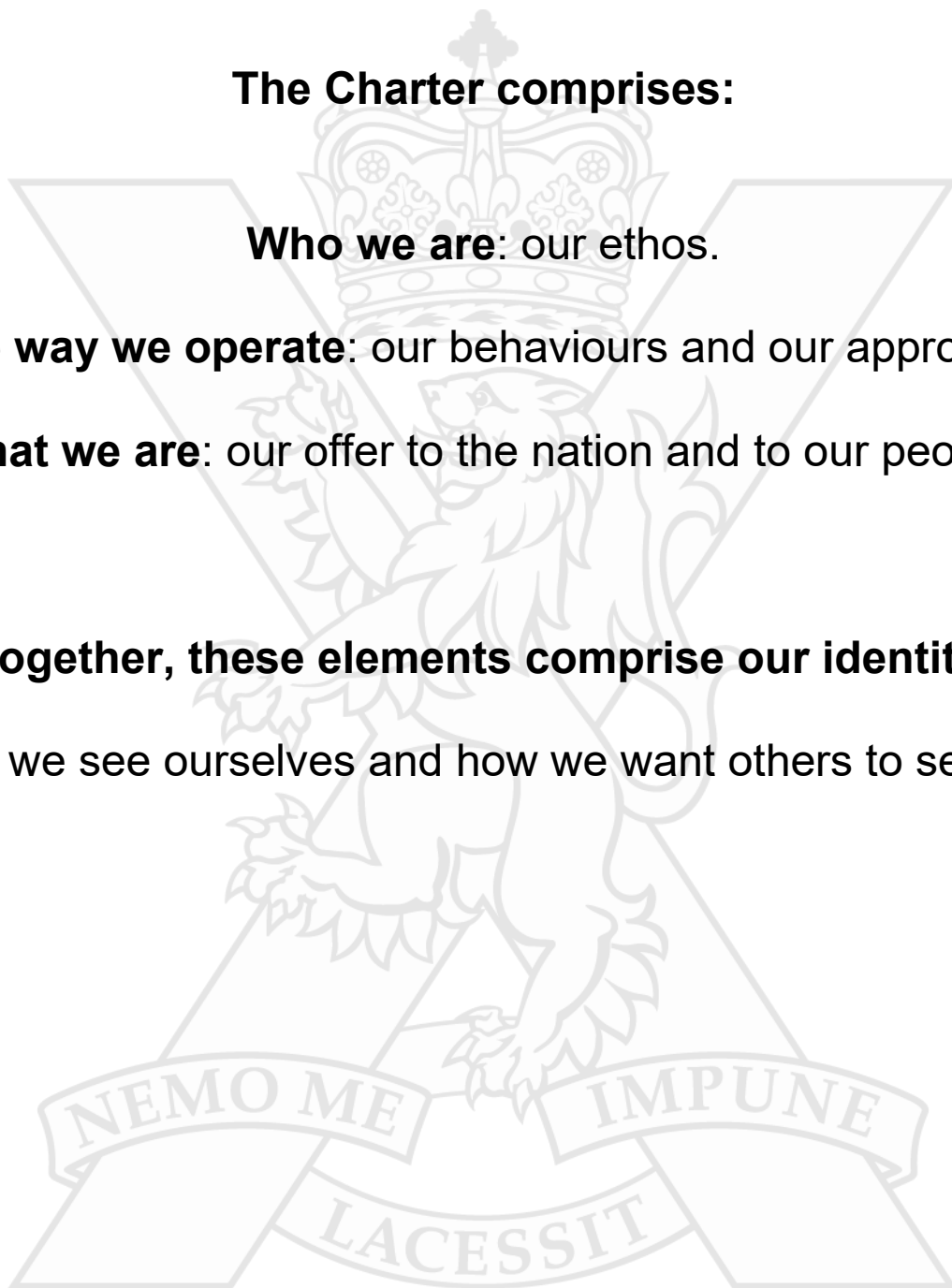
**Who we are:** our ethos.

**The way we operate:** our behaviours and our approach.

**What we are:** our offer to the nation and to our people.

**Together, these elements comprise our identity:**

How we see ourselves and how we want others to see us.



## REGIMENTAL ETHOS – ‘WHO WE ARE’

We are **Scotland’s Infantry**, a unique family of British Army Jocks and officers, distinguished by a blend of fighting spirit, professionalism, and acclaimed heritage, from the moment we join and for the rest of our lives.

We are determined; professional in everything we do, driving us to succeed and overcome the odds. **We do the right thing.**

We are **courageous**, prepared to do what others can’t: **compassionate and bold in battle and in barracks**. There is no worse enemy, no better friend.

We are **proud** of those who came before us. We stand on their shoulders and the reputation they built. We are **proud of the whole team**; protect it fiercely, ensuring our actions in everything we do honour and strengthen that reputation so the next generation may also take pride in it.

We are **soldiers first**. The Regiment is our Jocks, individuals from different backgrounds and with different talents, **united** by one ethos, a shared way of doing things and a single enduring vision: **to be the standard for others to follow**.

## REGIMENTAL BEHAVIOUR – ‘THIS IS THE WAY WE DO THINGS AROUND HERE’

We **serve**, placing respect for others at the heart of our actions. **We put our Jocks first, always.**

Not everyone has equal rank, but **everyone is valued equally and treated with equal respect**, recognising and maximising potential.

**We have character**: Our sense of humour and unbreakable spirit defines us. The storm may batter us, but we emerge unshaken, ready to go again until we have achieved the mission.

We expect **high standards** and all live by them. Even when conditions tempt us otherwise, we do the **right thing**. We do so, not to look down on others, but to demonstrate potential so that they may perform to that level too.

We use our **history and heritage as the foundation** upon which our present and future actions stand: we secure that legacy. We use it to fuel our fighting spirit that allows us to add to this history; we leave having enhanced it. **Our messes provide the touchpoint to our traditions.**

## REGIMENTAL APPROACH – ‘WHAT WE OFFER THE NATION’

**The Regimental family is one team.** We combine a fighting force (our serving community, regular and reserve, in our Battalions and across Defence); the next generation (our Cadets and our new recruits in training); our support community of veterans, families and friends. Every member is important to us, and **we are building the support network to ensure we look after them all to the level their service deserves.**

**Operational success defines us**, and we look towards what our next mission might be. We will be **the Army's first choice for operations**, whether deployed at home or overseas. From public duties, through assistance to the civil authorities in times of domestic crisis, to operations around the world, we approach each with complete dedication to serve the United Kingdom.

We have a **Scottish identity** – elements like our Pipes & Drums and uniform mark us out – but our Jocks come from **across the UK and the Commonwealth**. Our **diversity is a strength**, helping us to engage with everyone, wherever needed.

## **REGIMENTAL PROMISE – 'THIS IS WHAT YOU BELONG TO'**

**You** belong here. From the moment we welcome you, you are one of us. **We are proud to count you in our family**, and we will help you to succeed.

The Regiment is built on your talent, whatever it may be. We will nurture it, encourage you to enhance it and ensure you have **the platform to bring it to bear** for the benefit of others in the Regiment, the Army and those we help on operations.

We will understand what makes you tick. We will give you the tools to learn and grow, physically, mentally and in character, to **become the best version of yourself you can be**. You will become fitter, smarter, and stronger. You will realise a potential that you never knew you had.

**Your professional development matters**. The Regiment will ensure you can fulfil your potential. You will be prepared for the courses you need to advance in your career, mentored throughout Regimental service and receive the support that enables you and your family to seize new opportunities.

We prepare all of you for life after service, setting everybody on **a positive path and giving them the keys to their own future**. We take an active role in our communities where we live and work.

Once you leave, we will ensure you stay within the Regimental family with access to our veterans' network. The Regiment will remain **a source of comradeship and support** for you, for the rest of your life.

