



Corporate Covenant

The Armed Forces Corporate Covenant

Academies Enterprise Trust

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of Academies Enterprise Trust

Signed:

Names: Ian Arthur Foster

Ian Comfort

Chair of the Trust Board

Chief Executive Officer

Date: 23rd October 2013

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her 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 Corporate Covenant

1.1 Academies Enterprise Trust (AET) will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *No member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen;*
- *In some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 Academies Enterprise Trust recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *Promoting the fact that we are an armed forces-friendly organisation;*

In our websites we will make it clear that we support all of the aspects of the Military

Ethos initiative. The AET Board has already formally resolved to support the Cadet

Expansion Programme and encourages our academies around the country to participate in the programme.

- *Seeking to support the employment of veterans young and old;*

We will integrate appropriate Service organisations into our advertising of vacancies to ensure that veterans are aware of opportunities in our organisation. We will ensure that any applicants are afforded equality of opportunity in selection processes. Within our National Teaching School Alliance we will extend our thinking to enable appropriately qualified Veterans to access our teacher training programmes.

- *Striving to support the employment of Service spouses and partners;*

The commitments to veterans would equally apply to spouses and partners.

- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

We recognise the particular stresses that Service Families face when spouses, partners and off-spring are deployed and will always try, in a mutually acceptable way, to

accommodate their needs without disrupting the education of the students in our academies.

- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

In becoming a signatory to the Covenant Commitment this would be a given provided it would not interfere with our ability to fulfil our statutory obligations to the education of the students in our academies.

- *Offering support to our local cadet units, either in our local community or in local schools, where possible;*

Per the commentary above, the AET Board has already passed a formal resolution supporting the development of cadet forces in our academies.

- *Aiming to actively participate in Armed Forces Day;*

We will encourage all of our academies to identify ways to participate in Armed Forces Day in their localities around the country. Our network of academies will be encouraged to share ideas and plans throughout the chain.

- *Offering a discount to members of the Armed Forces Community;*

We do not sell goods or services but we will develop a policy of discounting the cost of hiring our facilities for any Service related organisations.

- *A E T has academies around the country providing education to children from age 5 to 19 including those at Special Schools. We recognise that the children of Service families may have suffered disruption to their education as a result of family mobility through postings and deployments. Whilst and children of Service families are in our schools we will strive, at all times to help them recover from any disadvantage they may have suffered from such disruption.*

- *Where appropriate our HR policies will be adapted to recognise these commitments.*

2.2 We will publicise these commitments through our literature, on our website and where appropriate updating our HR policies. We will seek to honour them and invite feedback from the Service community.