



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

### **The Northumberland Church of England Academy**

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

Signed on behalf of **The Northumberland Church of England Academy**

Signed: 

Name: Andrew C Day

Position Held: Executive Director

Date: 4<sup>th</sup> September 2014



**The Northumberland  
Church of England  
Academy**

Inspiring achievement  
Encouraging compassion



**Ministry  
of Defence**

# **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 We **The Northumberland Church of England Academy** will endeavour in our business and educational activities 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 **The Northumberland Church of England Academy** recognises the value serving personnel, reservists, veterans and military families bring to our educational establishment. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation;*
- *seeking to support the training, professional development and employment of veterans young and old; within the teaching and support provision of the Academy.*
- *enabling ex-servicemen and women to train as teachers*
- *striving to support the employment of Service spouses and partners within the teaching and support provision of the Academy;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, within the bounds of the HR practices of the Academy;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *developing our commitment to the Armed Forces through the promotion of our own Combined Cadet Force*
- *broadening our relationships with our sponsoring regiment, The Coldstream Guards, and welcoming the Coldstream Guards Association of Ashington to the Academy.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*

- *aiming to actively participate in Armed Forces Day;*
- *endeavouring to participate as fully as possible in an event in which that participation is appropriate and welcomed.*

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our stakeholders [Students, staff, parents, governors and community] on how we are doing.