



**ARMED FORCES
COVENANT**

The Armed Forces Covenant

Anglia Ruskin University

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 J Reservists, Veterans and military families contribute to our J business and our country.

Signed on behalf of Anglia Ruskin University

Signed:

Name: Professor Michael Thorne

Position Held: Vice Chancellor

Date: 8th March 2016



**Anglia Ruskin
University**



**Ministry
of Defence**

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.

The Armed Forces Covenant

Section 1: Principles Of The Armed Forces Covenant

1.1 We Anglia Ruskin University 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 Anglia Ruskin University 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; by publicising our Corporate Covenant and displaying the Corporate Covenant logo on the Degrees at Work website, military landing pages and our HR jobs page.*
- *Seeking to support the employment of veterans; working in collaboration with the UNSWIS programme and Recovery Career Services, we provide work placements and hold briefing days for injured veterans as a way to raise awareness of employment and study opportunities within our university.*
- *Enhancing employment opportunities for serving and resettling military personnel by developing awards in consultation with Military sponsors that where possible accredit military training.*
- *Striving to support the employment of Service spouses and partners; Degrees at Work have developed an educational offer comprising flexible and online courses that are specifically for military spouses so they can progress their studies regardless of location. ARU's Veterans and Families Institute (VFI) was established with the intention of carrying out valuable research, policy development and consultation relating to veterans and military families in areas of impact of military life and transition on children and families among others.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; Members of the Volunteer Reserve Forces (VRF) will be eligible to take two weeks leave to attend annual camps and similar full-time training. One week will be granted with pay and the other week from annual holiday entitlement.*

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them. We will invite feedback from the Service community during informal correspondence on a regular basis. Our customers are invited to give feedback through module evaluations, and where possible case studies and testimonials are used in our literature based on feedback received from students.

- *We will publicise the Armed Forces Covenant where relevant through Degrees at Work course literature, on the Degrees at Work website and on the HR Services website job pages and general site.*