



## Heart of Worcestershire College

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:

**Heart of Worcestershire College**

Signed: Kelvin Nash

Name: KELVIN NASH

Position: VICE PRINCIPAL CURRICULUM & QUALITY

Date: 27/4/16



HEART OF  
WORCESTERSHIRE  
COLLEGE





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# 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 Covenant

1.1 We Heart of Worcestershire College 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 Heart of Worcestershire College 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;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers;*
- *striving to support the employment of Service 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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *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;*
- *offering a discount to members of the Armed Forces Community;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible*

- Other HoW College activities include:
- At HoW college we currently employ two Army Reservists from 37 Signal Regiment on our Military & Public Services teaching team; one of who was supported with having two weeks leave in October 2015 to complete a Senior Management Training Course. We also have another Reservist from the same Regiment employed in our Finance Department. HoW college policy recognises the need for flexibility in allowing reservists to take leave during normal working terms.
- Exceptional links have been made over the past 5 years with the Regular Army and the Reservists; this year has seen an increase in partnership working which enhances the education students get on both the Military and Public Services Courses and the sports courses. Some examples of that partnership working are:
  - All MPS students and the Level 2 Sport students have been down to the Army Reserve centre this year to take part in a wide range of leadership and team building exercises; attached to which have been demonstrations of Field First Aid, weapons handling and employment within the British Army.
  - We currently have 8 students going through the recruitment process for the Army Reserves and have two students who have already completed this process and are now serving Reservists with the 37<sup>th</sup> Signals, whilst still completing their education with MPS
  - The Signals have also been in on two occasions to support the input into the 'Communications in the Public Services' unit to our year 2 students and came in this month to deliver a communications practical exercise to finish off the assessment for the unit
  - The Reservists have also supported us at Recruitment Open events and have been invited to join us for the Show Me How event on May 14<sup>th</sup>. This gives an opportunity for the college to demonstrate their support for the MOD and Reservists and allows an opportunity for employment within the Reservists to be advertised
  - MPS year 2 students also had the opportunity in October to go away with the Reservists for an overnight camp that focused on teambuilding and leadership tasks
  - Two reservists attended and supported our Level 2 and Level 3 year 1 students at their recent 2 night outdoor activities residential down at Symonds Yat; they also provided free of charge equipment for us to use on some of the exercises the students did on the camp
  - We have also had support from the team in delivery of 'War and the Impact on Public Services', 'Command and Control' and 'Major Incident' theory and practical exercises
  - HoW college has a well-established and is keen to share opportunities for cadets aged 16 – 18 to join the wide range of vocational courses and/or apprenticeship programmes

2.2 We will publicise these commitments through our literature and/or on our website.