



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:

The University of Bolton

Signed:

Name: Bill Webster

Position: Deputy Vice Chancellor

Date: 14th February 2017



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Signed on behalf of:

The Ministry of Defence

Signed:

Signed:

Name: The Rt Hon. the Earl Howe

Name: Colonel Phil Harrison

Position: Secretary of State for Defence

Position: Commander North West

Date: 14th February 2017

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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 The University of Bolton 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 The University of Bolton 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:

For Service Personnel, Veterans and Service Leavers

- *Guaranteed interviews for suitably qualified Service Leavers for jobs in the University.*
- *Practical support to the veterans' community advice centre.*
- *Research in support of veterans, including mental health and prosthetics.*
- *Aligned and accessible education provision for serving personnel, service leavers, and their families, including use of the University Veterans' Fund.*

For the Community

- *Joint early-messaging of armed forces employment and training opportunities in schools and communities through its colleges in Bolton and Bury.*
- *Jointly promoting training and career opportunities to cadets, particularly in STEM and healthcare subjects.*

For Students and Staff

- *Recognition and promotion of the shared principles of inclusivity and respect.*
- *Supportive of reserve service for employees, including allowing time away for training when compatible with their job.*
- *Recognition of service as Cadet Force Adult Volunteers supporting shared values of community service.*
- *Promotion of military teamwork and leadership skills through student leadership events.*
- *Promoting Heart Start training for students and staff, delivered by soldiers.*
- *Actively promoting reserve service for students on relevant courses (e.g. sports rehab), and will expand to other courses (e.g. automotive engineering and computer science), including:*
 - *Value of training, to enhance professional effectiveness.*
 - *Financial support, to improve student retention.*
 - *Part-time and full-time employment, justifying their commitment to the course.*

2.2 We will publicise these commitments through our prospectus and website, setting out how we will seek to honour them and inviting feedback from the Service community and our students and staff on how we are doing.

