



Greater Brighton Metropolitan 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:

Greater Brighton Metropolitan College

Signed: _____

Name: _____

Position: Chief Executive Officer

Date: 07th March 2018

MET Greater Brighton
Metropolitan
College

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 **Greater Brighton Metropolitan 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. We have a clear Equality of Opportunity Policy for staff and students and actively seek to serve all members of the community with the same high standard of care.*
- *in some circumstances special treatment may be appropriate especially for the injured or bereaved. We have signed up to the Wellness at Work scheme and offer a confidential helpline for staff who may need support and have an active occupational health team to support staff who may have an injury or disability.*

Section 2: Demonstrating our Commitment

2.1 **Greater Brighton Metropolitan 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; Our uniformed services students are an active part of the community through both the Fire Services and Armed Forces Cadets (CCF) and we employ staff with a military background who make a very positive contribution to college life.*
- *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; We have a wide range of courses and qualifications including short courses and apprenticeships which can support employment for all our service users including veterans*
- *striving to support the employment of Service spouses and partners; We have an Equal Opportunities policy and do not discriminate on any grounds which would include the partner or spouse of a member of the Armed Forces*

- *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;*

We have a flexible leave section in our College Attendance Policy namely:

3.14. Leave of absence for Public Duties.

3.14.1. Paid leave of absence is permitted for the performance of duties as a magistrate, a member of a local authority statutory tribunal, health authority, water authority, or the governing body of a local authority educational establishment. This would include active service for reservists or volunteers

- *offering support to our local cadet units, either in our local community or in local schools, where possible; We are part of the Combined Cadet Forces with a Contingent of 75 students*
- *aiming to actively participate in Armed Forces Day; We encourage students to do so and actively promote any celebration of the Armed Forces*
- *offering a discount to members of the Armed Forces Community; Not applicable*
- ***Greater Brighton Metropolitan College** has a thriving Public and Uniformed Services Department of which we are very proud. Our students are part of the Combined Cadet Force and we have been able to offer our students a range of experiences based on this giving our students a real insight into the life of service personnel.*
- *Our students have been involved in community projects which promote the Armed Forces and we actively support Remembrance Day. One of our Uniformed services students was invited to lay a wreath in her home town of which we are very proud and our students across Sussex took part in marches and parades.*

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 customers on how we are doing.

We will also ensure that any opportunities we have to involve local or national media are fully utilised to give maximum positive exposure of our commitment to the Armed Forces.