



## Education and Employers

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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:

**Education and Employers**

Signed:

A handwritten signature in black ink, appearing to be "John Giddens", written over a horizontal line.

Position: **Chief Executive**

Date: **10<sup>th</sup> July 2018**

Education  
and  
Employers

inspiring  
the  
future

inspiring  
governance

# 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 Education and Employers 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 Education and Employers 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 on our website and publicity materials where appropriate;*
- *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; ensuring that applicants are afforded equality of opportunity in the selection and recruitment process.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; recognising the particular stresses families face at this time and providing mutually agreed support where necessary,*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *ensuring that we deliver a bespoke offer to provide opportunities for serving personnel, their families, veterans and reservists to develop key skills that will have a significant and positive impact on their transfer to civilian life and future career opportunities through volunteering in schools either through one off careers talks or by becoming a school governor.*

2.2 We will publicise these commitments through our literature and/or on our website. We will seek to honour them and invite feedback from the Service community and amend our HR policies where appropriate.

We will offer bespoke campaigns for the Service community and provide data reports on the contributions made to schools by service personnel and their families recruited through the campaigns.