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

Signed on behalf of:
Bishop Grosseteste University

Signed: [Signature]
Position: Vice Chancellor
Date: 19 September 2018

Signed on behalf of:
Ministry of Defence

Signed: [Signature]
Name: Lt Col Rich Forsyth
Position: CO Army Training Regiment
(Grantham)
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, Bishop Grosseteste 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 Bishop Grosseteste 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:

Support, Promote, Champion:

- Actively promoting and publishing our pledge and initiatives as well as displaying the Armed Forces Covenant logo on our website, on internal & external communication materials, running internal awareness campaigns and visibly including in our candidate packs that we are an Armed Forces-friendly organisation;
- Championing support and related Armed Forces Partnership initiatives organisationally through our People & OD team which will drive activities that support, integrate and promote employment of the Armed Forces community in partnership with relevant internal teams;

New Corporate Initiatives, Policy, Practice, Procedure:

- Registering with Career Transition Partnership (CTP) and supporting the employment of veterans young and old and working with the CTP, in order to establish a tailored employment pathway for Service Leavers by updating our Recruitment & Selection Policies incorporating support for CTP as well as Armed Forces hiring and special interview consideration for roles across all channels;
- Incorporating into People & OD policies, practice and procedures as well as our Line Manager & employee internal training, guidance and documentation, how Armed Forces community members can be supported starting from hiring, in times of mobilisation, re-deployment and re-integration upon returning to work;
- Exploring and developing Health & Wellbeing support mechanisms where needed with a focus to continuously improving these with active feedback sought from our Armed Forces community members, BGU teaching, professional services and student community;
Diversity, Inclusion, Flexibility & Supportive Consideration:

- Considering wounded, injured and sick veterans for appropriate employment/ upskilling/ learning opportunities as may be appropriate and possible by incorporating all Armed Forces community support initiatives into related People & OD policies, practices and procedures;

- Granting flexible working support and special consideration for paid flexi-time off/ leave in lieu for Service spouses and partners before, during and after a partner’s deployment;

- Supporting our students and employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment commitments where possible within the BGU’s university regulations as well as reflecting relevant support in our People & OD policies, practice and procedures;

- Supporting our Reserved Forces with their annual training and deployment commitments with specific provisions made to support in our flexi-work and related People & OD policies to allow supportive fulfilment of these commitments;

2.2 We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and invite feedback and ideas for improvement from the Service community and our BGU teaching, professional services and student community on our ongoing efforts.