



**ARMED FORCES
COVENANT**

DN COLLEGES GROUP

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:
Ministry of Defence

Signed on behalf of:
DN Colleges Group

Signed:

Signed:

Position:

*Deputy Commander
4 Brigade*

Position:

*CHAIR OF GOVERNORS
DN COLLEGES GROUP*

Date:

14th November 2018

Date:

14th November 2018.



**Ministry
of Defence**

DN COLLEGES GROUP



**Doncaster
College** | **University
Centre**



**North Lindsey
College**

Doncaster College and North Lindsey College are part of the DN Colleges Group

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 DN Colleges Group 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 DN Colleges Group 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 publicising these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our staff and students as to how we are doing:

- *Promoting the fact that we are an armed forces-friendly organisation; by promoting our commitment to the armed forces through College marketing literature/website when appropriate.*
- *Seeking to support the employment of veterans, young and old, and work with the Career Transition Partnership (CTP), in order to establish tailored employment pathways for leavers by actively encouraging ex Armed Forces personnel to apply for posts within the DN group.*
- *Support Armed Forces personnel who have the vocational industry qualification to achieve a teaching qualification if recruited into a teaching post.*
- *Supporting the Armed Forces/Cadets to host appropriate events at the College, such as the RAF 100 parade this year.*
- *Seeking to support our employees who choose to be members of the Reserve Forces, providing additional cover and flexibility by accommodating their training and deployment wherever possible.*
- *Strive to support the employment of Service spouses and partners.*
- *Raising awareness regarding careers in the Armed Forces by inviting them in to speak with our students at key times throughout the year.*
- *Seek to support engagement into Higher Education by ensuring that admissions and recruitment policies and processes reflect the needs of the armed forces community.*
- *Providing advice and guidance for those looking to achieve higher education qualifications to progress within the Armed Forces or to enhance their resettlement options.*

- *Striving to support the employment of Service spouses and partners by 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 by accommodating their training and deployment where possible.*
- *Seeking to support our students who choose to be members of the Reserve Forces by accommodating their training and deployment where possible within the College regulations.*
- *Aiming to actively participate in Armed Forces Day and working with local communities to celebrate this.*

2.2 We, DN Colleges Group, will publicise these commitments through our literature and/or 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.