



Education and Training Skills Ltd

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 Training Skills Ltd (ETS)

Signed: _____

A handwritten signature in black ink, appearing to be "R. J. L." with a horizontal line extending from the end.

Position: Chief Executive Officer _____

Date: 20 December 2018 _____

Education
Training Skills

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 Training Skills Ltd, 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 Training Skills Ltd 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;*
- *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;*
- *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;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *offering a discount to members of the Armed Forces Community;*

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 inviting feedback from the Service community and our customers on how we are doing.

2.3 ETS will directly inform the local Career Transition Partnership at HMS Drake, of any or our latest job opportunities. Any veterans interested in applying for ETS vacancies will receive special consideration even where their personal levels of knowledge and skills within the sector may be lacking. If invited to interview and subsequently successful at interview, ETS will offer the Service leaver(s) a tailored transition with the support required to ensure they are able to fulfil the role.

2.4 Where ETS employs spouses/partners of Armed Forces personnel, ETS will be flexible granting them periods of leave to be with their spouses before during and/or after periods of deployment. ETS will offer Armed Forces spouses/partners leave priority over others within the organisation when leave requests clash.

2.5 Where members of ETS staff choose to become or are a member of the Armed Forces Reserves, ETS senior management will do its utmost to accommodate each members need to undertake Reserve Forces training and deployments.

2.6 ETS will, where possible support and contribute towards supporting local Cadets Forces. The CEO will continue as long as possible to be a Trustee of the local Sea Cadet unit based in Exmouth Devon.

2.7 ETS will wherever possible actively participate and promote Armed Forces Day. A member of the board of Trustees will play an instrumental part in organising and supporting a local Armed Forces Day events.