



Academy Transformation Trust

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:
Academy Transformation Trust

Name: Colonel Rosie Stone VR DL

Position: Chief Executive Officer

Position: Deputy Commander (Reserves) 11

Signal & West Midlands Brigade

Date: 2 July 2019

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**Ministry
of Defence**



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 the Academy Transformation Trust 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 Academy Transformation Trust 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:

- *Actively promoting and encouraging our staff, students and our wider communities to participate in the act of Remembrance in all our academies and encourage them to support the Royal British Legion with the sale of poppies to celebrate Remembrance Day;*
- *Ensuring all academies within the Academy Transformation Trust family are an Armed Forces friendly organisation;*
- *Involving students and staff in actively promoting and participating in Remembrance Service within each academy;*
- *Academy Transformation Trust seeks to support their employees who are members of the Reserve Forces, including by accommodating their training and deployment where possible when this is reasonably possible and does not impact detrimentally on our young people;*
- *We seek to provide support to the development of local cadet force units within our academies nationally and within our local communities. This offer also extends to pre-existing cadet forces within our communities;*
- *Supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process and working with the Career Transition Partnership (CTP) in order to establish a tailored employment pathway for Service leavers.*

Academy Transformation Trust has academies around the country providing an inclusive education to children from the age of 5 to 19. We will:

- *Strive at all times to seek and provide additional pastoral support and help to children and staff of serving personnel, veterans, reservists and military families as a result of family mobility through assignments and deployments to ensure they receive the relevant support to recover from any disadvantage they may have suffered from such disruption;*
- *Where appropriate our HR policies will be adapted to recognise these commitments;*
- *The Academy Transformation Trust family/community will seek to provide discounted commercial support by offering to hire out our facilities to members of the Armed Forces community;*
- *We will strive to support the employment of Service spouses and partners;*
- *Endeavour to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *Seek to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *Offer support to our local cadet units, either in our local community or in local schools, where possible;*
- *Aim to actively participate in Armed Forces Day.*

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, our students and their families, staff and Governors on how we are doing.