



University College of Estate Management

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:

UCEM

Signed:

Signed:

Position:

Principal

Position:

Chairman

Date:

27/9/2019

Date:

27/09/2019

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 University College of Estate Management (UCEM) 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 Founded in 1919, UCEM has a rich and treasured history of supporting the Armed Forces. During the Second World War, the College of Estate Management (as it was then known) delivered correspondence courses to over 13,000 service personnel at home and abroad. It also worked with the British Red Cross to deliver courses to prisoners of war across Europe. This scheme provided prisoners with an intellectual stimulus and, at some camps, groups worked together to teach each other – earning themselves the nickname of ‘the barbed wire universities’.

2.2 UCEM proudly continues to support the Military today. We recognise 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*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible*
- *attending careers events for Armed Forces personnel and providing information and advice on careers in the built environment*
- *making our degree and diploma programmes accessible to current Armed Forces personnel serving either in the UK or overseas*

- *enabling members of the Armed Forces to achieve recognised professional qualifications that lead to career opportunities and help them successfully transition to civilian life*
- *enabling our students from the Armed Forces to finance their studies through the Ministry of Defence's Enhanced Learning Credits scheme*
- *supporting projects to help service leavers find jobs and work placements with employers in the built environment industry*

2.3 We will publicise these commitments through our online recruitment channels and on our website and staff intranet.