



New London Educational 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:
New London Educational Trust

Signed: _____

A handwritten signature in black ink, appearing to be "P. R. D. N.", written over a horizontal line.

Position: _____

CEO

Date: _____

4th October 2019



nlet
New London
Educational Trust

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, **New London Educational 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 **New London Educational 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:

- *Promoting the fact that we are an armed forces-friendly organisation by publicising our Armed Forces Covenant commitments through our website and by displaying a poster in our business.*
- *Actively promote our educational and employability programmes to veterans and their families.*
- *Display the Armed Forces Covenant logo to show that members of the Armed Forces community are welcome customers.*
- *Seeking to support the employment of veterans, young and old, by guaranteeing interviews if they meet the selection criteria laid out in a job advert.*
- *Seeking to support the employment of veterans by recognise military skills and qualifications when interviewing for new positions.*
- *Striving to support the employment of Service spouses and partners by guaranteeing interviews if they meet the selection criteria laid out in a job advert.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment. This will be achieved by:*
 - *Looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family.*
 - *Considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.*

- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.*
- *Aiming to actively participate in Armed Forces Day by following Armed Forces Day on Facebook or Twitter, post messages of support on social media sites and link to the Armed Forces Day website.*
- *Offering a discount to members of the Armed Forces Community wishing to undertake functional skills qualifications.*
- *Endeavouring to make additional commitments, from time to time, based on local circumstances.*

2.2 We will publicise these commitments through our literature and 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.