



De Montfort University

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:
De Montfort University

Signed: 

Position: Interim Vice-Chancellor

Date: 7 February 2020

Signed on behalf of:
Ministry of Defence

Signed: 

Position: Chief of Defence People



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 **De Montfort University** 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

We will aim to uphold the principles of the Armed Forces Covenant by seeking to undertake the following:

2.1 **Core Infrastructure for Covenant Delivery:**

- appoint an Armed Forces Champion and/or Lead Officer, empowered to effect change across the university;
- produce and publish an Action Plan to underpin the Covenant commitment.

2.2 **Promoting and Advocating Support:** communicating the fact that we are an Armed Forces-friendly university; internally and externally, where appropriate:

- to staff; students; suppliers; contractors and the wider public.
- website; social media; internal & external communication materials; awareness campaigns; candidate packs; student engagement; partnership opportunities;
- raise student awareness of career opportunities in the Armed Forces, regular and reserve;
- staff, student and alumni network (Diversity & Inclusion network) for the Armed Forces community (veterans, Reservists, Cadet Force Adult Volunteers and friends and supporters of the Armed Forces community).

2.3 **Service Leavers & Veterans** - supporting the transition of Service leavers into employment:

- attend local Career Transition Partnership fairs employment where appropriate;
- recognise transferable skills and qualifications in recruitment and selection processes;
- consider wounded injured and sick veterans for appropriate employment, upskilling or learning opportunities.

2.4 **Service Spouses & Partners** - supporting the employment of Service spouses and partners:

- consider requests for flexibility in work arrangements and leave for Service spouses and partners before, during and after a partner's deployment, in line with the university's policies.

2.5 **Reserve Forces** - supporting members of the Reserve Forces:

- all Reservists can take up to 5 days off with pay, under Section 7 of the university's Special Leave provision Reserve activities, at the university's discretion

2.6 **Cadet Organisations** - supporting members of military cadet organisations:

- provide time off from work for staff who are volunteer leaders in military cadet organisations.

2.7 **Support to National Events:**

- hold a remembrance commemoration annually on Armistice Day.

2.8 **Education & Training** - supporting the education and training of members of the Armed Forces community:

- access to and participation in higher education for Service leavers, Reserves and military families, in line with the university's policies;
- availability of Recognition of Prior Learning, in line with the university's policy.

2.9 **Research:**

- undertaking research that may benefit the Armed Forces community, in areas such as: health care; mental health; social care; sport science; the justice system.

2.10 **Armed Forces Charities:**

- supporting Armed Forces charities with fundraising and supporting staff and students who volunteer to assist.

2.11 **Armed Forces Covenant Fund:**

- making the best possible use of the Covenant Fund, an enduring government grant awarded to projects that will benefit the Armed Forces community.