



## The University of Nottingham

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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:

**The University of Nottingham**

Signed: 

*[Faint signature watermark]*

Position: Head of HR Employment Services

Date: 7<sup>th</sup> February 2020

Signed on behalf of:

**Ministry of Defence**

Signed: 

*[Faint signature watermark]*

Position: Chief of Defence People



University of  
**Nottingham**

UK | CHINA | MALAYSIA



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 University of Nottingham 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 **The University of Nottingham** 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:

*i. **Core Infrastructure for Covenant Delivery:***

- *appointing 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;*

*ii. **Promoting and Advocating Support:***

- *promoting the fact that we are an Armed Forces-friendly university; internally and externally:*
  - *to staff; students; suppliers; contractors and the wider public.*
  - *website; social media; internal & external communication materials; awareness campaigns; candidate packs; student engagement; partnership opportunities;*

*iii. **Service Leavers & Veterans:***

- *supporting the transition of Service leavers into employment:*
  - *registering with the Career Transition Partnership in order to establish a tailored employment pathway for Service leavers;*
  - *attending CTP employment fairs;*

*iv. **Service Spouses & Partners:***

- *supporting the employment of Service spouses and partners:*
  - *registered with the Forces Families Jobs Employment and Training Platform to establish a tailored employment pathway for Service families;*

- *providing flexibility in work arrangements and granting leave for Service spouses and partners before, during and after a partner's deployment;*
- v. **Reserve Forces:**
- *supporting members of the Reserve Forces:*
    - *supporting Reservist employees and students by providing 10 additional days of paid leave for Reserve training;*
    - *accommodating and supporting any Reserve mobilisations.*
- vi. **Cadet Organisations:**
- *supporting members of military cadet organisations:*
    - *supporting staff and students who are volunteer leaders in military cadet organisations;*
    - *exploring the option of granting 10 days additional paid leave to attend annual training camps and courses;*
- vii. **Support to National Events:**
- *support Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;*
  - *promote events to staff and students;*
- viii. **Collaboration:**
- *work with other organisations to support the delivery of Armed Forces Covenant pledges:*
    - *local military units;*
    - *Officer Training Corps;*
    - *schools and colleges;*
    - *county Armed Forces Covenant Partnership Board;*
- ix. **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*

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.