



University of Lincoln

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:

University of Lincoln

Signed:

Position: Deputy Vice Chancellor

Date: 7 February 2020

Signed on behalf of:

Ministry of Defence

Signed:

Position: Chief of Defence People



UNIVERSITY OF
LINCOLN



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 The **University of Lincoln** 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 recognise the value that serving personnel, reservists, veterans and military families bring to our country. We will seek to uphold the principles of the Armed Forces Covenant, through the following:

2.1 **Core Infrastructure for Covenant Delivery:**

- produce and publish an Action Plan to underpin the Covenant commitment;

2.2 **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;
- 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:

- register with the Career Transition Partnership in order to establish a tailored employment pathway for Service leavers; attend CTP employment fairs;
- recognise military skills and qualifications in recruitment and selection processes;
- consider wounded injured and sick veterans for appropriate employment, upskilling or learning opportunities;
- offer face to face counselling sessions to support the transition;
- a free employee assistance programme;
- financial wellbeing and education programme including access to a University developed app to support the transition in to retirement through proactive planning activities and the use of financial calculators;
- line managers undertake an internal training programme which includes awareness of individuals with a connection to the armed forces and being able to support and signpost on a 1-1 to basis through open dialogue channels;

- provide financial assistance for those who wish to undertake further professional development qualifications;
- an on line recruitment application process that provides online video guides and tips to those completing for the first time acknowledging that for those leaving the Armed Forces this may be a new experience;
- a supportive sickness absence policy that allows payment from day 1 on full pay for supporting absences that may be connected with individuals armed forces history;
- offer financial relocation support for ensuring that the right individual can supportively relocate with their family, this includes support for house searches, schools, local transport links

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

- register with the Forces Families Jobs Employment and Training Platform to establish a tailored employment pathway for Service families;
- additional 5 days paid leave per year to allow for care of service members or to be able to assist with temporary medical treatment, recuperation or illness which has occurred during active duty;
- additional paid leave to attend services and occasions organised by the armed forces or of significant impact upon the family life including homecomings, parades and R and R;
- the ability to purchase additional annual leave;
- flexible working policy to allow for the option of interaction with armed forces working patterns;
- enhanced parental leave policies allowing for enhanced paid periods of parental absence;
- paid elder care leave supporting the additional responsibility in the absence of serving family member to care for elders.

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

- support Reservist employees and students by providing 10 additional days of paid leave for Reserve training;
- actively encourage members of staff and students to become Reservists;
- facilitate on-site recruitment and engagement activities;
- support any Reserve mobilisations including special consideration for additional leave before deployment and on return home, allowing extra time to spend with their family throughout the transitional periods.

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

- support staff and students who are volunteer leaders in military cadet organisations;
- grant 10 days additional paid leave to attend annual training camps and courses;
- actively encourage members of staff to become volunteer leaders in cadet organisations;
- support local military cadet units;
- work experience and job shadowing opportunities for cadets;

2.7 **Support to National Events:**

- support Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;
- promote events to staff and students;
- hold a remembrance service annually on Armistice Day.

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

- provide work placement opportunities for those seeking work; particularly Service leavers;
- support accreditation of military training;
- access to and participation in higher education;
 - Service leavers and Reserves
 - military families, through training colleges, FE colleges, local schools, sixth forms;
- the Defence Technical Undergraduate Scheme;
- use of Enhanced Learning Credits.

2.9 **Collaboration:** support other organisations with the delivery of Armed Forces Covenant pledges:

- local military units;
- Officer Training Corps;
- schools and colleges;
- county Armed Forces Covenant Partnership Board;

2.10 **Research:** undertaking research to the benefit of the Armed Forces community, in areas such as: health care; mental health; social care; sport science; the justice system.

2.11 **Commercial Support:** offering discounts on university services to the Armed Forces community:

- education and training programmes;
- research projects to Armed Forces clients;

2.12 **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff and students who volunteer to assist.

2.13 **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.

2.14 We will publicise these commitments through our literature, on staff notices, and on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our staff and our customers on how we are doing.