



Chichester College

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.

Chichester College

Military Representative

Signed: Shelagh Leggan

Signed: Andrew Betts

Name: SHELAGH LEGGAN

Name: Lt Col Andrew Betts

Position: Principal + Chief Executive

Unit: 3 PWRR

Date: 17th March 2017

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Chichester
college



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 Chichester College, 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 Chichester College recognises the value of serving personnel, reservists, veterans and military families. We will seek to uphold the principles of the Armed Forces Covenant, by:

- Seeking to support the reskilling of veterans, young and old, including sick and wounded, by working with the Building Heroes Charity.
- Seeking to help veterans into employment at the college by understanding and supporting any specific needs.
- As a 'Disability Confident Employer', ensuring that all wounded or sick veterans are given an opportunity to interview for employment when they meet the essential job requirements.
- Through our Flexible Working Policy, supporting staff who are reservists, or Service spouses and partners by accommodating requests wherever possible.
- Continuing to run an Army cadet group at our Chichester campus.
- Inviting Armed Forces Careers Teams to visit us on a termly basis.
- Where relevant, carry out regular visits with learners to with links to the Armed Forces.
- Aiming to actively promote Armed Forces Day.
- Holding a service for Armistice Day for all learners, visitors and staff to attend.
- Through our Leave Policy ensuring staff who are reservists are granted two weeks additional leave each calendar year to attend annual camp; and training and deployment needs are accommodated wherever possible.
- Developing an understanding of the requirements for working with and supporting the Career Transition Partnership (CTP) to establish pathways into employment.
- Promoting that we are an Armed Forces friendly organisation.

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 Armed Forces community and our customers to assess how we are doing.