



King William's 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.

The North West and IOM RFCA King William's College

Ministry of Defence

Signed:

Signed:

Signed:

Name: Col M C H Underhill OBE

Name: Mr Joss Buchanan

Name: Maj Gen J Crackett CB TD

Position: Chief Executive

Position: Principal

Position: Director Army Reserve

Date: 10th March 2017

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NW RFCA
THE NORTH WEST OF ENGLAND & THE ISLE OF MAN
RESERVE FORCES' & CADETS' ASSOCIATION



KING WILLIAM'S COLLEGE
ISLE OF MAN. SINCE 1833



**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 **King William's 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 **King William's College** 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;*
 - *This is promoted on our website and is evident through our long history with the British Army and also our Combined Cadet Force.*
- *striving to support the employment of Service spouses and partners;*
 - *We welcome applications from all members of the Armed Forces Community, provided that they meet the selection criteria laid out on the job specification.*
- *seeking to support our employees who choose to be members of the Reserve or Cadet Volunteer Forces, by accommodating their training and deployment where possible;*
- *we support employee and student charity fundraising for Armed Forces Charities;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *providing accommodation to members of the Armed Forces when they visit the island for training;*
- *aiming to actively participate in Armed Forces Day;*
 - *We will fly the Armed Forces Day flag during the week prior to Armed Forces Day.*

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. *[Amended as appropriate for your business.]*