



Grafton 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.

Signed on behalf of:

Grafton College

Signed:

A handwritten signature in black ink, appearing to read "M. Saiyed", written over a horizontal line.

Name: Mehboobali Saiyed

Position: Director

Date: 28/06/2016



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 **Grafton 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 **Grafton 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:

- **Grafton College** has established a partnership with **Royal Air Force Benevolent Fund** in February 2016 and has sponsored an award with them. We have also advised the RAFBF team to recommend at least 5 veterans or their spouse for various vacancies that would be made available at our new premises based in Oxford Street, London from September 2016. Free trainings and CPD opportunities are also provided to the staff of RAFBF at our premises;
- *promoting the fact that we are an armed forces-friendly organisation;*
- **Grafton College** would honour the war veterans from all three services (Royal Air Force, Royal Army and Royal Navy) in the form of Awards that would be given on various special occasions such as Armed Forces Remembrance Day, International Peace Day etc.,
- *Seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers. We would also offer employment to the spouse of serving personnel and veterans on teaching positions within our College;*
- *striving to support the employment of Service spouses and partners specially in the field of teaching and administration;*

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible. We would also offer our premises and other facilities to local cadet units for their events and other purposes absolutely free of cost. We would also encourage our employees and teachers to become cadet helpers and mentors ;*
- *Aiming to actively participate in Armed Forces Day. This would be done through hosting events on Campus, promoting themes through website, social media, e learning system and student involvement;*
- *offering free CPD short courses to members of 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.

- *We will publicise our Armed Forces Covenant and our commitment to Armed Forces and their families on our Website, Marketing Material, Newsletters, Moodle and Brochures. Posters in the support of RAF have already been displayed on campus after since the partnership with RAF Benevolent Fund was established;*
- *We will use Corporate Covenant Logo on all our publicity material in order to demonstrate our commitment for Armed Forces community;*
- *We would celebrate Armed Forces Day as a business;*
- *We would work closely with Defence Relationship Management (DRM) to find out how employing a reservist could be mutually beneficial;*
- *European Council for Global Relations (ECGR) is a project of Grafton College that would soon become live in the form of a charity and would work for global peace, diversity, and anti-radicalisation and prevent extremism. We will give a major representation to UK Armed Forces personnel to contribute in this forum as analysts and experts and partner with us in promoting peace, harmony, socialization and fulfil the responsibilities towards Prevent Duty.*