



Corporate Covenant

The Armed Forces Corporate Covenant

Dyke House 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 school and our country.

Signed on behalf of Dyke House College

Signed:

A handwritten signature in black ink, appearing to read 'M Wood', written over a light blue horizontal line.

Name: Martin Wood

Position Held: Alternative Curriculum Coordinator

Date: 15.9.14



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 Corporate Covenant

1.1 We Dyke House College will endeavour in our 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 Dyke House College recognises the value serving personnel, reservists, veterans and military families bring to our school. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *promoting the fact that we are an armed forces-friendly organisation by;*
Hosting military events and supporting fundraising for service charities. Promoting our support for the Armed Forces on our website and in other publicity materials.
- *seeking to support the employment of veterans young and old by;*
Recognising military qualifications and skills in our recruitment process, and integrating appropriate Service organisations into our advertising of vacancies to ensure that veterans are aware of opportunities in our organisation.
- *striving to support the employment of Service spouses and partners by;*
Welcoming applications from Service spouses/partners if they meet job specification requirements.
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment by;*
Sympathetically considering any requests for holidays before, during and after an partner's overseas deployment and also considering special leave requirements for employees who are bereaved or whose spouse/partner is injured, without disrupting the education of the students in our school.

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

We will accommodate Reservists' training commitments where possible. We will facilitate, support and accommodate the mobilisation of reservist employees if they are required to deploy, while ensuring that the education of our students is not disrupted.

- *offering support to our local cadet units, where possible, by;*

Supporting the development of a Cadet Force within the school, and encouraging our students to join this unit or other Cadet units within the local community. Supporting members of our staff who are Cadet Force Adult Volunteers.

- *aiming to actively participate in Armed Forces Day;*

- *offering support to children of Service families;*

We recognise that the children of Service families may have suffered disruption to their education as a result of family mobility through postings and deployments. Whilst children of Service families are in our schools, we will strive to help them recover from any disadvantage they may have suffered as a result of this disruption.

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 the public on how we are doing.