



The Colleges' Partnership

To be a provider of high quality training and education for the MOD



The Armed Forces Corporate Covenant

Wiltshire & Somerset Colleges' Partnership Ltd

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of **The Wiltshire & Somerset Colleges' Partnership Ltd**

Signed: *H.R. Griffin*
Name: **Harry Griffin**
Position Held: **Executive Director**
Date: **4th April 2015**



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Ministry
of Defence



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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.



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Section 1: Principles Of The Armed Forces Corporate Covenant

1.1 We The Wiltshire and Somerset Colleges' Partnership Ltd 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 The Wiltshire and Somerset Colleges' Partnership Ltd 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;** by publicising our Corporate Covenant on our website and in our literature. In addition, The Colleges' Partnership looks forward to working closely with the Defence National Relationship Management Scheme.
- **Seeking to support the employment of veterans young and old;** The Colleges' Partnership recognises the value that veterans bring to its business, both in the UK and overseas and currently employs 172 staff of which 106 are Armed Forces veterans.
- **Support of UK wounded, injured and sick Service Personnel;** The Colleges' Partnership works with Help for Heroes at Tedworth House Recovery Centre, providing access to education for serving and veteran members of the Armed Forces who have been wounded, injured or have become sick.
- **Striving to support the employment of Service spouses and partners;** by endeavouring to offer a degree of flexibility in granting leave for Services spouses and partners before, during and after a partner's deployment through our flexible working policy. Additionally, The Colleges' Partnership operates in numerous geographical areas and attempt to find alternative employment within the business if staff are required to move
- **Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;** The Colleges' Partnership acknowledge that training undertaken by Reserves allows them to develop skills and abilities which will be of benefit to the individual and The Colleges' Partnership and therefore, pledges its support for members of, or those wishing to join the Reserve Forces. The Colleges' Partnership Reservists are permitted two weeks paid leave to enable them to attend annual training. Reservists are



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also permitted to request to take time out of the work place to attend additional training requirements.

- **Offering support to our local cadet units, either in our local community or in local schools;** The Colleges' Partnership pledges its support for the cadet forces. Cadet Leaders are permitted two weeks paid leave to enable them to attend annual training. Cadet Leaders are also permitted to request to take time out of the work place to attend additional training requirements.
- **Aiming to actively participate in Armed Forces Day;** On Armed Forces Day staff are encouraged to wear the uniform to work with pride.
- **Offering a discount to the members of the Armed Forces Community;** The Colleges' Partnership offer discounted rates on Teacher Training programmes to members of the Armed Forces.
- Working with Armed Forces apprentices delivering apprenticeships to over 10,000 service men and women. Working alongside the MOD to identify and deliver qualifications to Reservists. The Colleges' Partnership currently delivers Army Instructor Training courses to Reservists.

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.