



Brunel University London

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:

Brunel University

Signed:

Name:

P R Thomas CBE

Position:

COO

Date:

6th September 2016

Signed on behalf of:

Ministry of Defence

Signed:

Name:

RICHARD BARRON

Position:

Air Cdre Air Staff

Date:

6 Sep 2016



Brunel
University
London

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 Brunel University London 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 Brunel University London 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;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), to advertise vacancies;*
- *striving to support the employment of Service spouses and partners;*
- *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. We will achieve this by granting in addition to the normal leave entitlement, 10 days with pay for employees who are required to attend military training, Annual Deployment Exercises etc.;*
- *offering support to our local cadet units, either in our local community or in local schools, by encouraging employees to volunteer with a local cadet unit using their paid volunteer leave (36 hours a year). Recognising and capturing the skills of staff and students who volunteer within the cadet forces. Working with the local RAF Northolt unit so students can undertake work placements;*

- *aiming to actively participate in Armed Forces Day by encouraging employees and students who are members of the Reserve Forces to wear their uniform to work on Reserves Day. We will also promote Armed Forces Day through our internal communications and fly the Armed Forces Day flag;*
- *holding a remembrance service on Armistice Day, to remember the members of the Armed Forces who have died in the line of duty;*
- *providing a dedicated point of contact for employees and students who fall under the scope of the Armed Forces Community;*
- *providing our sports facilities for injured service personnel, veterans and Invictus games training. Committing to improving sports provision for disabled people and to increasing the number of disabled people who play sport;*
- *having representatives from the Armed Forces attend our employer recruitment days*
- *Providing appropriate support to the University of London Officers Training Corps (ULOTC) presence on campus*
- *Our Chief Operating Officer is a member of the University of London Military Education Committee and will be fully engaged in their dialogue and activities to support The University of London Student Service Units (the Royal Naval Unit, the Officer Training Corps and the Air Squadron)*

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 Service community and the wider University community on how we are doing.