



London South Bank University

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:

London South Bank University

Signed:

Name:

D A PHOENIX

Position:

VICE CHANCELLOR

Date:

22/2/17

Signed on behalf of:

Ministry of Defence

Signed:

Name:

BATHURST

Position:

Major General

Date:

22 Feb 17



**London
South Bank
University**

EST 1892

Section 1: Principles of the Armed Forces Corporate Covenant

1.1 The two principles of the Covenant:

- *the Armed Forces Community should not face 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 the most; such as the injured and the bereaved.*

Section 2: Demonstrating our Commitments to Armed Forces:

2.1 London Southbank University recognises the value serving personnel, reservists, veterans and military families bring to our business, our programmes and operations. We will seek to uphold the principles of the Armed Forces Covenant by;

- *Promote the fact that LSBU is an Armed Forces friendly organisation to our staff members and to our stakeholders.*
- *Display the covenant logo in our University.*
- *Seek to support the employment of veterans, young and old through the Career Transition Partnership (CTP) and veterans association to advertise our vacancies.*
- *Seek to support our employees who choose to be members of the Reserve Forces, including accommodating their training and deployment where possible. We will achieve this by granting, in addition to normal leave entitlement, 15 days with pay for employees who are required to attend military training and annual deployment exercises.*
- *Endeavour to offer a degree of flexibility in granting leave for service parents, spouses and partners before, during and after an operational deployment.*
- *Recognise military skills and qualifications when recruiting.*
- *Offer support to local cadet units, by encouraging employees to volunteer using their discretionary voluntary leave of up to 5 days.*
- *Endeavour to offer work experience and job shadowing opportunities for cadets at LSBU, managed through our Employability Service.*
- *Provide an internal staff and student network for those who fall into the scope of the Armed Forces Community including families and spouses.*

- *Aim to promote Armed Forces Week to employees and students through communications, events, and encourage members of the Reserve Forces to wear their uniform on Armed Forces and Reservist Day.*
- *Invite representatives of the Armed Forces Community to Careers and Recruitment Fairs and events for employees and students such as Women's Day and wellbeing events.*
- *Hold a remembrance service annually on Armistice Day to honour members of the Armed Forces, who have died in the line of duty.*
- *Provide sports facilities through our Academy of Sport by offering discounted health assessments, gym membership and referrals to The British School of Osteopathy for the Armed Forces Community including families and spouses, employees, students and residents from the Boroughs of Southwark, Lambeth and Lewisham.*
- *Provide discounted junior membership for Cadets to our Academy of Sport.*
- *Support Armed Forces Community charities through events during Raising and Giving (RAG) week and Armed Forces Week.*
- *Aid Armed Forces recruitment efforts by matching Armed Forces employment gaps to current LSBU undergraduate and postgraduate degrees, through recruitment events managed by the Employability Service.*
- *Endeavour to work with the Armed Forces Community to offer teaching opportunities to our students across multiple disciplines and build on the work currently undertaken through our Occupational Health and Workplace Health Degrees.*
- *Our PVC is a member of the University of London Military Education Committee and will be fully engaged in their activities to serve as a single point of contact to represent the views of MECs to the MOD and as a channel of information between the universities and the MOD.*
- *We will work closely with military families whose children attend LSBU's associated FE colleges, local schools, sixth forms and University Technical College Years 10-12 to ensure we are providing them preferential access opportunities to Higher Education.*
- *We will honour Enhanced Learning Credits (ELCs) across a range of LSBU courses.*
- *LSBU will commit to support the Armed Forces Community including Cadets, Spouses and families with developing their enterprise skills either through access to our internal entrepreneurship events or through our wider external enterprise partners including European funded initiatives.*

We will publicise these commitments through our employee and student communications and website, setting out how we will seek to honour them. We will report our performance and invite feedback from the Armed Forces Community, employees, students and stakeholders on how we are doing.