



## Higher Futures

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:  
**Ministry of Defence**

Signed on behalf of:  
**Higher Futures**

Signed:

Name:

Major John Le Favre  
MBE RA

Position:

Employment Engagement  
Officer Headquarters South West

Date:

28 July 2017



Ministry  
of Defence

Signed:

Name:

Mandy Tinbrell

Position:

Higher Futures manager

Date:

28/7/17.

**Higher  
Futures**

# 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 **Higher Futures** 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 **Higher Futures** 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 displaying the Armed Forces Covenant logo to show that members of the Armed Forces community are welcome,*
  - *through our website and social media channels*
  - *publishing our Covenant pledge on a dedicated Covenant page on our web site*
  - *seeking to engage with the military community through agreed lines of communication to encourage participation of the military community at events that we feel may be of benefit to them.*
- ***striving to support the employment of Service spouses and partners;***
  - *holding inclusive drop in sessions for military community members to provide individual impartial Information, Advice and Guidance*
  - *to ensure employment opportunities are made available to Veterans*
  - *working with and signposting spouses to Recruit for Spouses*
- ***aiming to actively participate in Armed Forces Day;***
  - *celebrating and publicising the day through our social media and website and participate in local Armed Forces Day*



- ***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;***
  - *advertising any suitable vacancies highlighted through our business partners on the CTP website and other military charities websites to ensure employment opportunities are made available to Veterans*
  - *providing free Information, Advice and Guidance to veterans to support them into employment*
  - *Meeting with the military community in Germany to prepare them for their return to the local civilian job market*
  - *Promoting the transferable skills of the military community to local businesses and encouraging businesses to recruit veterans*
- ***Seeking to support the employment of those who choose to join the Reserve Forces:***
  - *Promoting the transferable skills of the military community to local businesses and encouraging businesses to recruit and support those who are Reservists or are considering joining the Reserve Forces*
- ***offering support to the military community through promoting transferable skills, signposting, and provision of free Information, Advice and Guidance***
- ***Holding an annual HEI provider conference to explore how the military community can be supported to access HE provision and learning***
- ***Supporting Armed Forces Day & Reserves Day in conjunction with Wiltshire Council***

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.