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**ARMED FORCES**

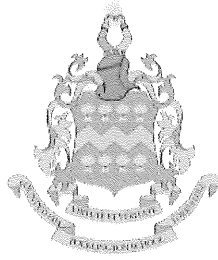
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**COVENANT**

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**THE POCKLINGTON SCHOOL FOUNDATION**

**30 JUNE 2017**



## The Pocklington School Foundation

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, Cadet Forces, Veterans and Military Families contribute to our Foundation, our Schools, our Community and our Country.

*For the Foundation:*

TA Stephenson MA (Oxon) FCA  
*Chairman*  
*Board of Governors*

ME Ronan MA (Cantab)  
*Headmaster*  
*The Pocklington School Foundation*

*For the Ministry of Defence:*

D McCafferty CBE RAFR  
*Air Commodore*  
*Commandant RAF Air Cadets*

NC Smith QHVS  
*Colonel*  
*Chief Veterinary Officer (Army)*

*In the presence of the Lord-Lieutenant of the East Riding of Yorkshire*  
The Hon. Mrs Susan Cunliffe-Lister

30 June 2017



*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 The Pocklington School Foundation will endeavour to uphold the key principles of the 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 Foundation recognises the value serving personnel, reservists, veterans and military families bring to our schools and business. We will seek to uphold the principles of the Covenant, through:

- 1) *Our General Affirmation of Support*, demonstrated by:
  - a) Promoting the fact that we are an armed forces-friendly organisation.
  - b) Being a member of SaBRE.
- 2) *Assistance with gaining employment, before or after service:*
  - a) Support the employment of veterans young and old, engaging with the Career Transition Partnership
  - b) Support the employment of Service spouses and partners where appropriate.
  - c) Our willingness to host placements.
  - d) Recognising military skills and qualifications in our employment selection process.
  - e) Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
  - f) Offering our facilities for courses for disabled service personnel, serving or retired.
  - g) Hosting visits by the Armed Forces careers advisors.
- 3) *Supporting the work of the Reserve Forces*, by:
  - a) Seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;
  - b) Endeavouring to offer a degree of flexibility in granting leave for Reservists' spouses and partners before, during and after a partner's deployment.
- 4) *Encouraging military youth organisations*, through:
  - a) Providing, with the RFCA, our purpose built Annand VC Cadet Centre for use by the local detachment of the Army Cadet Force and our own contingent of the Combined Cadet Force.
  - b) Encourage the continued existence after more than 100 years of our Cadet Contingent through its place in our co-curricular programme and our facilities, our staff as its officers in term time and for camps, and leadership by the Foundation's senior management and Governors.
  - c) Formal dinner nights that involve cadets and our own military community of veterans, Old Pocklingtonians (serving and retired), CCF officers, ex-service staff, senior managers, Governors and local military officers.
- 5) *Supporting the children of Armed Forces personnel*, by:
  - a) Accepting the dependents of serving Armed Forces personnel, who wish to board, whether or not eligible for continuity of education allowance with a 10% discount.
  - b) Considering the support of veterans' children with means-tested bursaries, especially for 6<sup>th</sup> Form studies.
  - c) Providing appropriate pastoral support to students whose parents are on active service or deployment overseas.
  - d) Sympathetically considering parental applications for pupil special leave due to the exigencies of active service or long term detached duty.
- 6) *Proudly supporting and commemorating military service*, by:
  - a) Aiming to actively participate in Armed Forces Day.
  - b) Holding our own services in the schools on Remembrance Sunday and Remembrance Day.
  - c) Participating in local and national Remembrance Day ceremonies.
  - d) Inviting Old Pocklingtonian veterans to events at the schools, and to talks.
  - e) Participating in local military history events and contributing to research.
  - f) Leading and organising battlefield tours for students and for adults in our community.

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and report upon them in our Annual Report.