



Loughborough 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:
Loughborough University

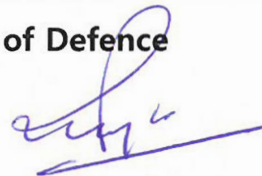
Signed: 



Position: Operations Director

Date: 7 February 2020

Signed on behalf of:
Ministry of Defence

Signed: 



Position: Chief of Defence People



**Loughborough
University**



**Ministry
of Defence**

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, **Loughborough University** 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

We recognise the value that serving personnel, reservists, veterans and military families bring to our country. We will seek to uphold the principles of the Armed Forces Covenant, through the following:

2.1 Core Infrastructure for Covenant Delivery:

- appoint an Armed Forces Champion and/or Lead Officer, empowered to effect change across the university;
- produce and publish an Action Plan to underpin the Covenant commitment;

2.2 **Promoting and Advocating Support:** promoting the fact that we are an Armed Forces-friendly university; internally and externally:

- to staff; students; suppliers; contractors and the wider public.
- website; social media; internal & external communication materials; awareness campaigns; candidate packs; student engagement; partnership opportunities;
- raise student awareness of career opportunities in the Armed Forces, regular and reserve;
- staff, student and alumni network (Diversity & Inclusion network) for the Armed Forces community (veterans, Reservists, Cadet Force Adult Volunteers and friends and supporters of the Armed Forces community).

2.3 **Service Leavers & Veterans:** supporting the transition of Service leavers into employment:

- register with the Career Transition Partnership in order to establish a tailored employment pathway for Service leavers; attend CTP employment fairs;
- recognise military skills and qualifications in recruitment and selection processes;
- guaranteed job interviews for veterans who meet the criteria in job specifications;
- consider wounded injured and sick veterans for appropriate employment, upskilling or learning opportunities;

2.4 **Service Spouses & Partners:** supporting the employment of Service spouses and partners:

- register with the Forces Families Jobs Employment and Training Platform to establish a tailored employment pathway for Service families;
- guaranteed job interview for Service spouses and partners who meet the criteria in job specifications;

- provide flexibility in work arrangements and granting leave for Service spouses and partners before, during and after a partner's deployment;
- 2.5 **Reserve Forces:** supporting members of the Reserve Forces:
- support Reservist employees and students by providing 10 additional days of paid leave for Reserve training.
 - actively encourage members of staff and students to become Reservists;
 - facilitate on-site recruitment and engagement activities;
 - support any Reserve mobilisations.
- 2.6 **Cadet Organisations:** supporting members of military cadet organisations:
- support staff and students who are volunteer leaders in military cadet organisations;
 - grant 10 days additional paid leave to attend annual training camps and courses;
 - actively encourage members of staff to become volunteer leaders in cadet organisations;
 - support local military cadet units;
 - sponsorship to support worthwhile cadet projects;
 - work experience and job shadowing opportunities for cadets;
- 2.7 **Support to National Events:**
- support Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;
 - promote events to staff and students;
 - hold a remembrance service annually on Armistice Day.
- 2.8 **Education & Training:** supporting the education and training of the Armed Forces community.
- provide work placement opportunities for those seeking work; particularly Service leavers;
 - support accreditation of military training;
 - access to and participation in higher education;
 - Service leavers and Reserves
 - military families, through training colleges, FE colleges, local schools, sixth forms;
 - the Defence Technical Undergraduate Scheme;
 - use of Enhanced Learning Credits.
- 2.9 **Collaboration:** support other organisations with the delivery of Armed Forces Covenant pledges:
- local military units;
 - Officer Training Corps;
 - schools and colleges;
 - county Armed Forces Covenant Partnership Board;
- 2.10 **Research:** undertaking research to the benefit of the Armed Forces community, in areas such as: health care; mental health; social care; sport science; the justice system.
- 2.11 **Commercial Support:** offering discounts on university services to the Armed Forces community:

- education and training programmes;
- research projects to Armed Forces clients;
- sports / gym memberships.

2.12 **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff and students who volunteer to assist.

2.13 **Armed Forces Covenant Fund:** Making the best possible use of the Covenant Fund, an enduring government grant awarded to projects that will benefit the Armed Forces community.

2.14 We will publicise these commitments through our literature, on staff notices, and on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our staff and our customers on how we are doing.