



## The University of Northampton

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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:

**The University of Northampton**

Signed:

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Position: Vice Chancellor

Signed on behalf of:

**Ministry of Defence**

Signed:

A handwritten signature in blue ink, appearing to be "C. ...".

Position: Chief of Defence People

Date: 7 February 2020



# 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, the **University of Northampton**, 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:**

- recognise the Operational Directors' Group as the body responsible for overseeing the implementation of the Armed Forces Covenant and designate a Lead Officer, empowered to influence 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; alumni and the wider public.
- on the website and through social media accounts;
- to raise student awareness of career opportunities in the Armed Forces, regular and reserve.

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

- guarantee job interviews for veterans who meet the criteria in job specifications.

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

- guarantee job interview for Service spouses and partners who meet the criteria in job specifications;
- provide flexibility in work arrangements and granting special 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 through special leave and supporting student members;
- actively encourage members of staff and students to consider becoming 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;
- provide special leave to employees attending annual training camps and courses;
- actively encourage members of staff to become volunteer leaders in cadet organisations;

- support local military cadet units;
- work experience and job shadowing opportunities for cadets.

2.7 **Support for 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 and 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;
  - through a disclosure campaign in schools to identify military children to help the school draw down Pupil Premium;
  - support CPD to teachers to support service children and the wider school community to understand what it means to be a child of a service person;
- engage with the Northamptonshire Armed Forces Covenant Committee.

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

2.12 **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.

2.13 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, students and our partners on how we are doing.