



The Education and Skills Partnership LTD

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 Education and Skills Partnership LTD

Signed: *Jason Hargreaves* _____

Position: Managing Director _____

Date: 13th October 2020 _____



The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom

Her Majesty's Government and The Education and Skills Partnership LTD

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 Education and Skills Partnership LTD 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 The Education and Skills Partnership LTD 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;*

We will advertise both on our website, within our printed publications, within internal communication with staff and also bring recognition on all of our social media accounts that we are an Armed Friendly Organisation.

- *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;*

The Education and Skills Partnership LTD(ESP) has successfully been granted approved Learning Provider Status in the Enhanced Learning Credits Scheme. In addition to this we will be working with the Career Transition Partnership.

- *striving to support the employment of Service spouses and partners;*

ESP currently has 10 veterans as team members and demonstrates how employers can enhance their workforce by capitalising on the skills and disciplines gained during Service, including leadership, resilience and organisational skills. Our veterans truly deserve every opportunity for a successful second career after they have given so much for their country.

- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*

Promoting ESP as an armed forces-friendly organisation.

- *Seeking to support the employment of veterans young and old*
- *Striving to support the employment of Service spouses and partners*

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

ESP is formally demonstrating our commitment to supporting the Armed Forces community. We have a long history of employing former military personnel and we recognise the value serving personnel, reservists, veterans and military families bring to our Company.

- *aiming to actively participate in Armed Forces Day;*

One of our Lead Assessors is the Secretary of the Yorkshire Regiment Scarborough Branch and his role is to record all meetings, run events that are held to raise money for charity as well as liaising with the Borough Council regarding the Health and Safety for the day and stand locations.

- *offering a discount to members of the Armed Forces Community;*

On our store website a 20% discount will be added to our course which is accessible using a coupon code for the Armed Forces Community.

2.2 We will publicise these commitments through 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.