



Lancaster 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:

Lancaster University

Signed: _____

Position: _____

Vice-Chancellor

Date: _____

25 June 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 Lancaster 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

2.1 Lancaster University 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;*
- *Recognition and promotion of our shared values of integrity and professionalism in how we operate both in the UK and overseas*
- *Guaranteed interviews for suitably qualified service leavers for jobs in the University*
- *Supportive of reserve service and cadet force adult volunteers', allowing time away for training where possible. This could be taken as annual leave or up to 10 days unpaid leave per year*
- *Endeavouring to offer a degree of flexibility in granting leave for service spouses and partners before, during and after a partner's deployment*
- *Providing pro-bono legal support through Lancaster University Law Clinic (depending on availability of expertise and resources) to serving personnel (and their families), service leavers (and their families) and reservists*
- *Recognition of service as Cadet Force Adult Volunteers in line with the shared value of actively engaging in the community*
- *Actively participating in the Service Children's Progression Alliance (SCiP Alliance)*
- *Promoting HE and careers opportunities for cadets, particularly in STEM and healthcare subjects*
- *Aligned and accessible education provision for serving personnel, service leavers, and their families*
- *Offering support to cadet detachments in our local community wherever possible*
- *Promoting the opportunities of Armed Forces careers to our students*
- *Recognition of students' involvement in cadets forces, Officer Training Corps, reserves and serving personnel through the Lancaster Award*
- *Aiming to actively participate in Armed Forces Day*

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.