



Cambridge Regional College

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:
Cambridge Regional College

Loa Manning

Signed: _____

Position: HR Business Partner _____

Date: 12th October 2021 _____



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 Cambridge Regional College 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 Cambridge Regional College 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 publicise the Armed Forces Covenant by displaying the Armed Forces Covenant Logo on our recruitment page of our website.*
- *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; We will advertise vacancies via CTP and offer shadowing opportunities to individuals interested in a career in teaching.*
- *striving to support the employment of Service spouses and partners; we would extend the commitments shown to veterans and reservists to their spouses and partners.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; We would like to help alleviate the stresses service families face when family members are deployed, and will always try to agree a mutually acceptable way to accommodate their needs in line with the requirements of the college.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; The college has a policy in place which offers up to 10 days additional paid leave for non-regular force members to attend summer camp.*
- *offering support to our local cadet units, either in our local community or in local schools, where possible; support our ACF cadet contingent.*
- *offering a discount to members of the Armed Forces Community; - The College will help the Armed Forces Community to identify free courses that they are eligible for the Enhanced Learning Credits Scheme.*
- *The College is an official training provider for the Ministry of Defence's Enhanced Learning Credits Scheme (ELC) enabling lifelong learning to members of the Armed Forces.*
- *We actively participate in Remembrance Day Parades*

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.