



## King Solomon International Business School

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:  
**Ministry of Defence**

Signed on behalf of:  
**King Solomon International Business School**

*SJ Heneghan*

*Mrs Michelle Crannell*

Position: Deputy Naval Regional Commander Wales & Western England  
Date: 10<sup>th</sup> November 2021

Position: Executive Head Teacher  
Date: 10<sup>th</sup> November 2021



**Ministry  
of Defence**



## Section 1: Principles of the Armed Forces Covenant

1.1 We **King Solomon International Business School** 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 **King Solomon International Business School** 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 Armed Forces:** *promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public.*
- **Veterans:** *supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers;*
- **Service Spouses & Partners:** *supporting the employment of Service spouses and partners; partnering with the Forces Families Jobs Forum; and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- **Military Engagement:** *Working in partnership with the Royal Navy to promote leadership and development activities with the school*
- **Cadet Organisations:** *supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.*
- **National Events:** *supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities;*
- **Armed Forces Charities:** *supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist;*
- **Commercial Support:** *offering a discount to members of the Armed Forces community;*

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.