



Bath 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:
Ministry of Defence

Signed on behalf of:
Bath College

Signed:

Signed:

Name: Wing Commander Alex Drake

Name: Jayne Davis

Position: AIR Regional Employer Engagement Officer (Wessex)

Position: Principal/CEO

Date: 5th July 2023

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The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
His 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 **Bath 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 reasonable adjustments may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- Promoting the fact we are an Armed Forces friendly organisation
- *Promoting the fact that we are an armed forces-friendly by publicising our Covenant on our website and displaying the Covenant logo*
- *Promoting our work, activities and events through our own digital and social media channels as well as working with the press*
- *Publishing our Covenant pledges on a dedicated Covenant section/page on our website*
- *Promoting the fact that we are an Armed Forces friendly organisation, to our staff, contractors, customers, suppliers and wider public*
- *Regularly invite representatives from HM Armed Forces to engage with our students and promote careers within the Military*
- **Seeking to support the employment of Armed Forces Veterans:**
 - *Within our organisation there are members of staff in various roles withing the college who are Armed Forces veterans*
 - *Seeking to support the employment of veterans young and old, by advertising vacancies through the Career Transitions Partnership and the Recovery Career Service*

- *Welcoming applications from and guaranteeing interviews with veterans who meet the criteria in the person specification*
- *Staff Welfare Team and College Chaplain to provide support and signposting of staff members who have served in her majesty's armed forces*
- **Striving to support the employment of service spouses & partners:**
- *Supporting the employment of Service spouses and partners by welcoming applications from spouses/partners who meet the criteria in the person specifications*
- *Partnering and advertising vacancies on Forces Families Jobs*
- *Endeavouring to offer a degree of flexibility in granting leave for services spouses and partners before, during and after a partner's deployment.*
- *Staff Welfare Team and College Chaplain to provide support and signposting of staff members who have links to military service families*
- **Seeking to support our employees who choose to be members of the Reserve forces:**
- *Supporting our employees who are already members of the Reserve Force*
- *Allowing additional unpaid leave for annual Reserve Forces training in line with the Bath College special leave policy*
- *Accommodation of Reserve training commitments and deployment wherever possible*
- **Cadet Force Adult Volunteers:**
- *Granting unpaid leave to attend annual training camps and courses when possible*
- *Supporting local military cadet units*
- **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 where possible.*

- **Commercial Support:**

Offering a discount of 10% to members of the Armed Forces community on Bath College Love 2 Learn courses and advertising this through the Defence Discount Services

2.2 We will publicise these commitments through our website.