



## City & Guilds Group

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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:

**City & Guilds Group**

Signed: \_\_\_\_\_

A handwritten signature in black ink, appearing to read "Chris Jones", written over a horizontal line.

Name: Chris Jones

Position: CEO of the City & Guilds Group

Date: 31 August 2016

**City & Guilds Group**

# 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 **City & Guilds Group** 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 **City & Guilds Group** 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 by publicising the Armed Forces Covenant logo on our websites;*
- *supporting 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;*
- *supporting the employment of Service spouses and partners through our people policies and working environment;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *supporting our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment as far as possible;*
- *actively participating in Armed Forces Day by allowing Reservists to wear their uniform to work;*
- *adopting Help for Heroes as one of the nominated charities City & Guilds Group work with, providing opportunities for injured Service personnel to gain qualifications and supporting Help for Hero staff in delivering programmes by providing coaching qualifications to enable the organisation to grow;*

- *make special arrangements for Armed Forces individuals to undertake study and assessments at times that fit around their military service commitments;*
- *providing dedicated members of staff to assist members of the Armed Forces community in gaining accreditation for prior experience and learning, thus enhancing prospects of making a successful transition for Regular Service personnel*

2.2 We will publicise these commitments on our websites: [www.cityandguildsgroup.com](http://www.cityandguildsgroup.com) and <https://recruitment.cityandguilds.com/vacancies> setting out how we will seek to honour them, inviting feedback from the Service community and our customers on how we are doing.