



## Inspire Education Group

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:

**Inspire Education Group**

Signed: 

Name: Rachel Nicholls

Position: CEO Inspire Education Group

Date: 31/01/2023



**Inspire**  
Education Group

# 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 **Inspire Education 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 We recognise the value that 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:

- **Employment**
  - **Offering additional annual leave** to support Reservists and Cadet Force Adult Volunteers by offering them additional days of annual leave (paid/unpaid) in order to carry out their duties or required training.
  - **Offering work placements, insight days, mentoring schemes and/or guaranteed interview schemes** to Veterans seeking employment and to older Cadets looking for apprenticeships and further education opportunities. We will also engage with the Career Transition Partnership.
  - **Supporting the employment of Service spouses, partners and dependants** by signing up to Forces Families Jobs; offering short-notice leave to those whose partners are sent on deployment; and working with the tri-Service Families Federations.
  - **Promoting Employment Schemes** aimed at the Armed Forces Community, such as 'A Great Place to Work' and 'Step Into Health'.
- **Communications, engagement and outreach**
  - **Promoting the Armed Forces Covenant and the Defence Employer Recognition Scheme.** We will also our support for the Armed Forces Community to our staff, customers/service users, supply chains and the wider public. Covenant and Employer Recognition Scheme logos will be used in communications and marketing.
  - **Supporting/promoting Armed Forces events** such as Armed Forces Day/Week, Reserves Day, the Poppy Appeal and Remembrance activities.
  - Creating a **dedicated Armed Forces page on our website.**
  - **Establishing an internal Armed Forces Network** within our organisation, to enable staff members with an Armed Forces connection to meet and support one another and provide feedback to the organisation.
  - **Engaging with local Armed Forces presence** such as local Army units, reservist units and RAF stations.
  - **Developing relationships** and work collaboratively with other organisations supporting the Covenant and the Armed Forces Community in our region.
- **Education**
  - **Supporting and promoting the wellbeing of Service children** and recognising the particular experiences and challenges they may face.
  - **Promoting training and further/higher education opportunities** for Service leavers, ex-Service personnel and their families.

- **Civic Responsibilities**

- **Organising, facilitating, promoting and/or take part in remembrance** and other ceremonial activities.

2.2 We will publicise these commitments through our literature, on staff notices, and on our website, setting out how we will seek to honour them and inviting feedback from the Service community, our staff and our customers on how we are doing.