



Edinburgh Napier University

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:

Edinburgh Napier University

Signed: Andrea Nolan

Name: Prof Andrea Nolan

Position: Principal & Vice Chancellor

Date: 5th May 2016

Edinburgh Napier
UNIVERSITY



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 Edinburgh Napier University 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 Edinburgh Napier University 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:

As an employer by;

- *promoting the fact that we are an armed forces-friendly organisation;*
- *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;*
- *striving to support the employment of Service 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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *ensuring ex-service personnel employed within the university are aware of the opportunities available from the university to study while they work and funding available;*
- *offering a mentoring service to ex-service employees as they transition into civilian life and we are willing to work with charities locally to support veterans who may require additional assistance;*

- *active member of the "Universities in Support of Wounded, Injured and Sick Service Personnel";*

As a provider of Higher Education by;

- *ensuring our team student recruitment, widening access and student support teams are cognisant of the education needs of serving and transitioning personnel and specific support available to prospective and current students to aid them in their journey;*
- *ensuring our website and marketing materials reference the opportunities available to members of the tri-services and ensuring the relevant organisations are aware of the university and the opportunities it provides;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *committed to working with HM Forces to provide pathways to credits and degree awarding programmes supporting military learners across the tri-services*
- *delivering quality higher education opportunities to enhance employability and support ex-service personnel transitioning into civilian employment;*
- *recognise through relevant prior academic and experiential learning where appropriate within our admissions processes.*

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 customer, staff and students on how we are doing.