



University of Portsmouth

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:

The University of Portsmouth

Signed:

Name: Professor Graham Galbraith CBE
Position: Vice-Chancellor, University of Portsmouth
Date: 13th June 2023

The Ministry of Defence

Signed:

Name: Commander, Commodore John Voyce OBE
Position: Naval Base Commander Portsmouth
Date: 13th June 2023



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. Military families also play a vital role in supporting the operational effectiveness of our Armed Forces. Therefore, in return, the whole nation has a moral obligation to recognise the sacrifice of the Naval Service, the Army, and the Royal Air Force who, together with their families, deserve our respect, support and fair treatment.

Those who serve in the Armed Forces, whether Regular or Reserve, as well as 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, the University of Portsmouth 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 serving personnel, reservists, veterans, and military families bring to our University, as well as to our country. We will seek to uphold the principles of the Armed Forces Covenant, by delivering on our commitments in the following three areas.

Showcase (our support)

- **Promoting the Armed Forces:** We will promote the fact that we are an Armed Forces-friendly organisation to our colleagues, students, suppliers and the wider public.
- **Promoting:** We will promote the Armed Forces Covenant (AFC) by displaying AFC and [ERS](#) logos on University e-mail footer and company website.
- **National Events:** We will proactively support local and national events, including Armed Forces Day, Reserves Day and Remembrance activities.
- **Armed Forces Charities:** We will support Armed Forces charities, for example with fundraising and supporting colleagues who volunteer to assist.
- **Promoting opportunities and careers:** We will advertise and promote suitable student and graduate opportunities and careers events via our jobs board for the Armed Forces and non-profit organisations supporting veterans and their families.

Spotlight (on employment)

- **Job Placement:** We will register with military job boards, such as White Ensign, to support job placement for service leavers and veterans, particularly within roles where there is gender disparity.
- **Veterans:** We will support the employment of veterans, recognising military skills and qualifications in our recruitment and selection process, and work with the Career Transition Partnership (CTP) to support the employment of Service leavers.
- **Reserves:** We will support our employees who are members of the Reserve Forces by offering employees who are Reserves 10 days paid leave to support their ongoing annual Reserve Forces training; supporting any mobilisations and deployments; and actively promote the support offered to colleagues who are members of the Reserved Forces.
- **Service Spouses & Partners:** We will strive to support the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum and jobsite](#).

Support (to our forces family)

- **Forces Network:** We will establish engagement network(s) to help new and existing colleagues who have served in the Forces.

- **Mentoring:** As part of this network we will establish a mentoring scheme of ex-Forces colleagues to help new employees direct from the Forces.
- **Cadet Organisations:** We will support our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively promoting volunteer leader opportunities, supporting local military cadet units and recognising the benefits of employing cadets/ex-cadets within the workforce.
- **Flexible Employment:** We will support and engage with Service spouses, partners, and families by offering flexible employment and career opportunities, including support before, during and after a partner's deployment.
- **Networks:** We will lead and coordinate a practitioner network in our local area to help those who support service children in education, aligned nationally to the [SCiP Alliance](#).
- **Engagement:** We will seek to engage service children in university outreach, and utilise service child voice to further enhance our support for service child progression to higher education.

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.