



Bury 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:

Bury College

Signed

Name

C.J. Trees

Position

Chair of the Corporation

Date

23rd October 2025



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, **Bury 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 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:

In line with the Armed Forces Covenant principles – that no member of the Armed Forces community should face disadvantage, and that special consideration may be appropriate for the injured or bereaved, we will seek to:

Supporting Service Children

- **Identify and Support** - Proactively identify Service Children in our College and ensure their needs are recognised, understood, and supported throughout their educational journey.
- **Reasonable adjustments** - Provide appropriate academic, pastoral, and wellbeing support, recognising challenges such as mobility, transition, or parental deployment.
- **Student Voice** - Embed opportunities for Service Children to share their experiences and influence the support available to them through student voice.
- **Recognition and Celebration** - Acknowledge and celebrate the resilience, achievements, and lived experiences of Service Children across our College community
- **Collaboration and Community** - Work with schools, employers, Armed Forces charities, cadet organisations, and local partners to strengthen networks of support

Supporting the Wider Armed Forces Community

- **Promoting the Armed Forces** - Champion our status as an Armed Forces-friendly College, promoting awareness to staff, students, apprentices, partners, and the wider community.
- **Veterans** - Support the recruitment of Veterans into College roles, recognising and valuing military qualifications and transferable skills, signpost Veterans into training and employment pathways within FE, who meet the required qualifications for roles at Bury College.
- **Service Spouses and Partners** - Provide flexible employment opportunities within the College where appropriate; promote access to training, apprenticeships, and re-skilling programmes; partner with the initiative such as the Forces Families Jobs Forum to support career mobility.
- **Reserves** - Support staff and students who serve as Reservists by considering leave for training, deployment, and mobilisation; raise awareness among learners of the opportunities of Reserve service alongside their studies.
- **Cadet Organisations** - Recognise and support staff and students involved in cadet organisations, e.g. by providing flexibility for Cadet Volunteers where appropriate, and working with local cadet units to identify opportunities to develop leadership, citizenship, and employability skills in young people.

- **National Events** - Participate in Armed Forces Day, Remembrance and other civic events, involving students and staff to strengthen awareness and respect.
- **Armed Forces Charities** - Where appropriate, collaborate with Armed Forces charities in curriculum projects, volunteering, and fundraising, giving learners opportunities to engage in social action.
- **Commercial and Community Support** - Where appropriate, offer Armed Forces community discounts on adult learning or community programmes; create opportunities for military families to engage in lifelong learning.

Promoting and Reviewing our Commitment

We will publicise these commitments through College communications, events, and student forums, and invite feedback from Service Children, Service Families, staff, and community partners to ensure we continually improve.

By signing this Covenant, Greater Manchester Colleges affirm our collective responsibility to honour, respect, and support the Armed Forces community – ensuring Veterans, Service Children and their families thrive as valued members of our learning communities.