



Dereham Neatherd High School

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of:

Organisation Name

Signed: 

Name: Chris Smith

Position: Headteacher

Date: 11/07/22



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, **Organisation Name**, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

The following thematic areas may be covered by your pledges. Please pick from the suggested list of pledges or create your own. Delete, add or change any of the pledges to show how you can support the Armed Forces Community in ways best suited to you. Pledges may be changed at any time in the future to reflect your changing circumstances.

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. We will seek to uphold the principles of the Armed Forces Covenant by:

- **We actively promote the fact that we are an armed forces-friendly organisation by participating in the act of Remembrance at Dereham Neatherd High School, remembering all who have fallen in past and present wars.**
- **We seek to support the employment of veterans, young and old, and recognise their military skills and qualifications when interviewing for new positions.**
- **Additionally, we strive to support the employment of Service's spouses and partners; endeavouring to offer a degree of flexibility in granting leave for them before, during and after a partner's deployment.**
- **We participate in Armed Forces Day, encouraging students to wear their cadets' uniforms with pride; additionally, supporting the poppy appeal and participating in Remembrance activities**
- **We ensure that both parents and students have a named point of contact, by sending a letter of introduction, a contact email address and a questionnaire, annually, to our Service Pupil Premium parents. Additionally, parents and students can contact me instantly and directly if the need arises so the appropriate level of support is delivered and maintained.**
- **We provide Forces students with the appropriate support and guidance by regularly carrying out one to one check-ins and so ensuring, we at Dereham Neatherd High School personally know and can identify the importance of our Forces students and therefore have a real understanding of the provisions and support require.**
- **We ensure that Services students do not become academically disadvantaged (due to being mobile), by providing extra support in maths and English (if required).**
- **We will provide revision guides and educational resources, if applicable and appropriate, on long-term loan.**

- **We provide a base -The Gateway- to provide students with academic, pastoral and homework support and somewhere that Services Students know that they have a point of contact during the school day to share any concerns or ask for advice or support.**
- **We provide regular updates to staff, outlining any changes in circumstances (such as deployment or postings) so the appropriate level of support can be provided for the student (and families).**
- **We are sensitive to Services students' absence for occasions such as deployment and coming home parades.**
- **We provide a weekly lunch-time drop in with specialist support, for Services students and their friends giving them an opportunity to meet other Services students and obtain resources and support if required.**
- **We support bereaved Services Pupil Premium students by partaking in The Norfolk County Council Abeona Scheme; creating personal education plans to support them and their families throughout their time at Neatherd High School.**
- **We will strive to provide for and support our Services community with pride and sensitivity throughout their time at Dereham Neatherd High School**

2.2 We will publicise these commitments through our literature, social media and/or on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community, particularly our students and their families on how we are doing.