

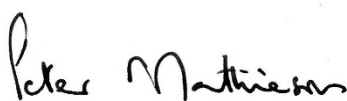


The University of Edinburgh

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 Edinburgh

Signed: 

Name: Professor Sir Peter Mathieson

Position: Principal and Vice Chancellor

Date: 8 August 2025



THE UNIVERSITY
of EDINBURGH

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 **The University of Edinburgh** 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 business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Veterans:** supporting the employment of veterans; working with the [Career Transition Partnership \(CTP\)](#) to support the employment of Service leavers.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#); providing flexibility in working solutions and granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting up to five additional days' paid leave and five days' unpaid leave for annual Reserve Forces training; full employment will be restored upon return from military service, to the same role or a similar role at an equivalent level.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting leave to attend annual training camps and courses; granting up to one day paid leave to support volunteering activities.
- **National Events:** supporting Remembrance and other activities, including through the University's annual Remembrance Day Service; supporting staff who wish to actively participate in Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.
- **Armed Forces Charities:** supporting staff who volunteer to assist Armed Forces charities with fundraising; granting up to one day paid leave to support volunteering activities.

2.2 We will publicise these commitments through our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community and our staff and students on how we are doing.