



## Epsom & St Helier University Hospitals NHS Trust

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:

**Epsom & St Helier University Hospitals  
NHS Trust**

Signed:

Position: Group CEO

Date: 10<sup>th</sup> November 2021

**The Ministry of Defence**

Signed:

Position: Officer Commanding, 256 (City of London)  
Field Hospital

Date: 10<sup>th</sup> November 2021

  
**Epsom and St Helier  
University Hospitals**  
NHS Trust

  
**Ministry  
of Defence**

# 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, Epsom & St Helier University Hospital NHS Foundation Trust, 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:

- **Identification:** proactively seeking to identify veterans, including reservists, and their family members creating a mechanism to record this status on their Electronic Patient Record;
- **Listening to experiences:** seeking to engage with our veterans, and their family members, to identify areas of learning;
- **Training:** providing bespoke trust training for staff to understand the importance of the Armed Forces Covenant, why this is important to our Trust, our mechanism for identifying and recording veteran/veteran family status;
- **Support:** proactively promoting the various support services available to Armed Forces personnel and their families;
- **Veteran Steering Committee:** regularly meeting to review our action plan, holding the Trust to account on the project. The committee will also have the responsibility of supporting the engagement of the wider staff network;
- **Employment:** supporting the employment of veterans, and reservists, recognising military skills and qualifications in our recruitment and selection process; developing a reservist policy to support current and prospective employees; progressing from our current Bronze Defence Employer Recognition Scheme (ERS) award to Silver and Gold, led by our South West London Recruitment Hub.
- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public;
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities.

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.