



Northamptonshire Healthcare NHS Foundation 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:

Northamptonshire Healthcare NHS Foundation Trust

Signed: *A Hillery*

Name: Angela Hillery

Position: Chief Executive

Date: 24.04.17

Northamptonshire Healthcare 
NHS Foundation Trust

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 **Northamptonshire Healthcare 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. We will seek to uphold the principles of the Armed Forces Covenant, by:

- ***Promoting the fact that we are an armed forces-friendly organisation;***

We will highlight this in our adverts and recruitment literature

- ***Striving to support the employment of Service spouses and partners;***

The trust has a focus on diversity and inclusion to ensure we recruit from the widest labour market and will encourage applicants from armed service personnel or spouses or partners as we do from all potential applicants.

- ***Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;***

The Trust offers special leave and flexible working arrangements for staff for individual issues and will support staff through this route.

- ***Seeking to support our employees who choose to be members of the Reserve Forces, including by accommodating their training and deployment where possible;***

Employees requiring leave for activities in the reserve and cadet forces will receive one week's paid leave, pro rata for part-time employees.

The Trust must consent to service either at the time of volunteering or at the time of appointment to post. The second week at Reserve Forces annual camp can be taken as annual leave or special leave without pay.

- ***Seeking to support our employees who choose to be volunteer leaders in military cadet organisations;***

The Trust focuses on all experiences which support staff in their development and in addition offers flexible working arrangements for staff for individual issues and will support staff through this route.

2.2 We will publicise these commitments through our literature and/or on our website Northamptonshire Healthcare NHS Foundation Trust, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.