



## NHS Cambridgeshire & Peterborough Clinical Commissioning Group

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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:

**NHS Cambridgeshire & Peterborough Clinical Commissioning Group**

Signed: \_\_\_\_\_

Position: Chief Officer (Accountable Officer)

Date: 21/06/2018

## 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, NHS Cambridgeshire & Peterborough Clinical Commissioning Group, 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 NHS Cambridgeshire & Peterborough Clinical Commissioning Group recognises 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 by publicising our Armed Forces Covenant and the Armed Forces Covenant logo on our website and alongside our vacancies on the NHS Jobs website;*
- *striving to support the employment of Service spouses and partners, by considering the reasons why an individual may have numerous different employments stated on their application, and by publicising our Armed Forces Covenant and the Armed Forces Covenant logo on our website and alongside our vacancies on the NHS Jobs website;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, as supported by our Carer's and Special Leave Policy and Procedure;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible, as supported by our Carer's and Special Leave Policy and Procedure;*

- *aiming to actively participate in Armed Forces Day by supporting our employees who are Reservists and including information about Armed Forces Day in our staff newsletter to raise awareness of our Armed Forces Covenant and support to reservists;*
- *attending the regular East of England Armed Forces Network meetings to share best practice, and learn from other NHS organisations about what we can do to further implement and improve our support in line with our Armed Forces Covenant*

2.2 We will publicise these commitments on our website and internal employee extranet, setting out how we will seek to honour them and inviting feedback from the Service community and our employees on how we are doing.