



Leeds & York Partnership 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:

Leeds & York Partnership NHS Foundation Trust

A handwritten signature in black ink that reads 'A. J. Jensen'.

Signed: _____

Position: Interim Director of Workforce Development

Date: 7 August 2018



Leeds and York Partnership
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 We, Leeds & York Partnership 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 Leeds & York Partnership NHS Foundation Trust 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; through careers, staff events and access to services.*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers.*
- *striving to support the employment of Service spouses and partners;*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment; through our special leave procedure.*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; including additional paid leave and the option for further unpaid leave for military service, training and call-up. Reservists who are mobilised will be granted unpaid leave and full employment rights will be restored upon return from military service.*
- *aiming to actively participate in Armed Forces Day; raising awareness of mental health issues and the support offered to veterans experiencing service related trauma.*

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.

Leeds & York Partnership NHS Foundation Trust are providers of the North of England Veterans Mental Health Complex Treatment Service (VMH CTS) and are committed to delivering high quality mental health care and treatment for veterans of our armed forces delivered collaboratively and in partnership with our partner providers; to support veteran transitions from armed forces and integration into civilian life.