



## North East London NHS Foundation Trust

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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:

**North East London NHS  
Foundation Trust**

Signed:

Name: John Brouder

Position: Chief Executive Officer

Date: 4<sup>th</sup> April 2019

Signed on behalf of:

**Ministry of Defence**

Signed:

Name: Col Ashleigh Boreham RAMC

Position: Commanding Officer

256 (City of London) Field Hospital

Date: 4<sup>th</sup> April 2019



NHS Foundation Trust

Best care by the best people

## 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 North East London 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 North East London 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 our internal and external communication channels, and our external recruitment process;*
- *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; through participating in the NHS Step into Health programme, which actively supports people from the Armed Forces community in seeking and securing NHS employment. We will host and participate in insight events across the NELFT geographical patch, promoting work experience and job opportunities;*
- *striving to support the employment of Service spouses , partners and dependents through the NHS Step into Health programme, including actively promoting our vacancies through the 'Military Hive';*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;*
- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; through our policy*

*providing 10 days paid leave for reservists. We will use our communication channels to identify and promote our reservists, show our support for the Armed Forces community and will create a process to ensure current reservists are recorded on our electronic staff record;*

- *supporting our Cadet Adult Instructor Volunteers by offering up to 10 days paid leave per year to attend the Cadet Annual Camp;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *actively participate in Armed Forces Day through social media campaigns.*

2.2 We will publicise these commitments through our literature, social media 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.