



Dorothy House Hospice Care

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:
Ministry of Defence

Signed on behalf of:
Dorothy House Hospice Care

Signed: _____

Name: Colonel Andrew Dawes

Position: Commander South West

Date: 14 October 2019

Signed: _____

Position: Deputy Chief Executive

Date: 14 October 2019



Ministry
of Defence



Dorothy
House

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 Dorothy House Hospice Care 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*
- *supporting the injured and bereaved in line with Dorothy House Hospice Care 'Sickness and Absence' and 'Leave and Time Off' policy.*

Section 2: Demonstrating our Commitment

2.1 Dorothy House Hospice Care 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 displaying the covenant logo on our website;
- seeking to support the employment of veterans young and old advertising vacancies with the Career Transition Partnership (CTP);
- striving to support the employment of Service spouses and partners;
- Dorothy House Hospice Care endeavours to offer a degree of flexibility and support to all our employees when considering requests for leave which would include consideration for Service spouses and partners before, during and after deployment;
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible in accordance with government guidelines;
- We actively participate in our local Armed Forces Day;
- We are working towards offering a discount in our Dorothy House Hospice shops to members of the Armed Forces Community.

2.2 We will publicise these commitments through our literature, policies 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.