



Royal Free London 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 for and on behalf of:

**Royal Free London NHS
Foundation Trust**

Signed:

Position: Chief Executive Officer
Royal Free Hospital & Board Member
(For and on behalf of the Trust Board)

Date: 14th November 2019

Signed for and on behalf of:

Ministry of Defence

Signed:

Position: Commanding Officer
256 (City of London) Field Hospital

Date: 14th November 2019



Royal Free London
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 the **Royal Free London NHS Foundation Trust** and our associated hospitals, services and subsidiaries 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 **Royal Free 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 across all our hospitals, services and subsidiaries by use of our websites and communications;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP) and other associated initiatives (eg 'Step into Health'), in order to establish a tailored employment pathway for Service Leavers, work experience and support;*
- *striving to support the employment of Service spouses and partners, through the Forces Families Jobs initiative;*
- *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 with five days additional paid leave per annum and access to unpaid leave;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible through offering them engagement opportunities;*
- *aiming to actively participate in Armed Forces Day;*

- *seeking to ensure that armed forces personnel and/or their families are identified as such in appropriate records so that care and services can be tailored to their needs.*

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.