



Octagon Medical Practice

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:

A handwritten signature in black ink, appearing to read "Alan Salt".

Position: Managing Partner

Date: 16th January 2020



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 Octagon Medical Practice 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 Octagon Medical Practice 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; on our Website, Facebook and Twitter accounts and by displaying the Armed Forces Covenant logo in our branches.*
- *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. Our HR department are working towards getting an employment recognition award and will liaise with the Career Transition Partnership as we move forward. We guarantee to offer an interview to Veterans if they meet our selection criteria.*
- *Striving to support the employment of Service Spouses and Partners; we have HR policies in place to support these employees. We guarantee to offer an interview to Spouses and Partners if they meet our selection criteria.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service Spouses and Partners before, during and after a partner's deployment; we have HR policies in place to support these employees.*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible; our HR policies include the support we offer to Reservists.*

- *Aiming to actively participate in Armed Forces Day; this is something we will be looking at and will get involved with. Our Patient Liaison Officer will lead on this. We will advertise Armed Forces Day within our Branches and put links to the Armed Forces Day website on our Facebook and twitter accounts.*

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. We are conducting an internal survey and asking if there is anything we can do to better support any of our staff with military connections. We have recently posted on our Facebook account that we are supporting Veterans, Reservists and family members and asked that anyone affected contact us so that we can Code their medical record appropriately. A member of one of our Patient Participation Groups is a Veteran and has volunteered to be our Veteran's Champion on behalf of Patients and our Patient Liaison Officer will work with him to see how we can support Veterans to the best of our ability.