



# Avon and Wiltshire Mental Health Partnership NHS Trust

We, the undersigned,  
commit to honour the Armed Forces Covenant  
and support the Armed Forces Community.

We recognise the value Serving Personnel (Regular & Reserve),  
Cadets, Veterans, and military families contribute to our  
business/school/charity and our country.

Signed on behalf of:

**Avon & Wiltshire Mental Health  
Partnership NHS Trust**

A handwritten signature in black ink, appearing to be a stylized name.

Signed: \_\_\_\_\_

Position: CHIEF EXECUTIVE  
\_\_\_\_\_

Date: 30 April 2021  
\_\_\_\_\_



**NHS**  
Avon and Wiltshire  
Mental Health Partnership  
NHS 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 at Avon and Wiltshire Mental Health Partnership (AWP) NHS 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 Avon and Wiltshire Mental Health Partnership (AWP) NHS Trust recognises the value serving personnel, reservists, veterans and military families bring to our community and 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;**
  - *promoting our work, activities and events through our own internal and external communications channels. This includes using our digital and social media channels as well as working with the local, regional and professional media organisations.*
  - *publishing our covenant pledge on the Join Our Team page of our external website.*
- **seeking to support the employment of veterans young and old:**
  - *working with and advertising our vacancies through the Career Transition Partnership (CTP,) as well as advertising widely amongst the Armed Forces community, to ensure Veterans are made aware of employment opportunities in our organisation.*
  - *welcoming applications from, and guaranteeing interviews with, Veterans who meet the criteria in the job specification.*
  - *recognising military skills and qualifications in our recruitment and selection process.*
  - *signing up to Step into Health to support the employment of members of the Armed Forces community.*
- **striving to support the employment of Service spouses and partners;**
  - *working with and advertising vacancies on Forces Families Jobs and Recruit for Spouses, as well as advertising widely in the Armed Forces community,*
  - *welcoming applications from spouses/partners who meet the criteria in the job specification*
  - *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 accommodating their training and deployment where possible;**
  - *actively encouraging our staff to become Reservists.*
  - *offering up to two weeks per year of special paid leave to attend annual training camps.*
  - *accommodation of Reserve training commitments wherever possible.*
  - *fully supporting and accommodating mobilised deployment of Reservist employees if required.*
  
- **offering support to our local cadet units, either in our local community or in local schools, where possible;**
  - *actively encouraging staff to become volunteers with the Cadet Forces.*
  - *offering up to two weeks per year of special paid leave to attend annual training camps and courses.*
  - *accommodation of volunteers cadet training commitments where possible.*
  
- **aiming to actively participate in Armed Forces Day;**
  - *becoming an Armed Forces Day partner.*
  - *promoting awareness of Armed Forces Day events and activities through our website, social media, internal communications channels, membership and other networks.*
  - *encouraging employees to take part in Reserve Forces Day, Uniform to Work Day and any flag raising ceremonies and promoting these activities through our communications channels including the website and social media.*
  - *assisting with the creation of case studies and good news stories, and working with the Wessex RFCA to secure media coverage and publicity opportunities.*
  - *publishing stories on our website, social media, internal communications channels, and through our own membership and networks, as well as working with the RFCA, communications leads and the media.*

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the service community and our stakeholders on how we are doing.