



**ARMED FORCES
COVENANT**

Golden Jubilee Foundation

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:
Golden Jubilee Foundation

Signed:

Signed:

Name:

Col David McArthur

Name:

Jill Young

Position:

Military Medical Liaison Off

Position:

Chief Executive

Date:

21st July 2016

Date:

21st July 2016



**Ministry
of Defence**



**Golden Jubilee
Foundation**

Patients at the heart of progress

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 Golden Jubilee Foundation 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 The Golden Jubilee Foundation 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 through internal and external communication methods the fact that we are an armed forces-friendly organisation.*
- *supporting, through our Human Resources team, 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.*
- *striving to support the employment of Service spouses and partners.*
- *endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.*
- *proactively supporting our employees who choose to be members of the Reserve forces, including accommodating their training and deployment, where possible.*
- *offering support to our local cadet units within our local community and across Scotland, where possible.*
- *actively participating and promoting Armed Forces Day.*
- *offering a discount to members of the Armed Forces Community using the Golden Jubilee Conference Hotel .*

- *working with the Armed Forces to ensure reciprocal best practice initiatives in order to innovate and continually improve services.*

2.2 We will publicise these commitments through our internal and external communication channels including our website, social media, media liaison, staff magazines and staff intranet. All of our channels have feedback mechanisms so we can determine where we need to improve.