



**Corporate  
Covenant**

## **The Armed Forces Corporate Covenant**

**Oxford University Hospitals NHS 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 on behalf of Oxford University Hospitals NHS Trust

Signed:

Name: Mr Mark Power

Position Held: Director of Organisational Development and Workforce

Date: 15 May 2015

Oxford University Hospitals **NHS**  
NHS Trust



**Ministry  
of Defence**

# **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 Corporate Covenant**

1.1 We the Oxford University Hospitals 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 Oxford University Hospitals NHS 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:

- *seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*
- *promoting the fact that we are an armed forces-friendly organisation;*
- *seeking to support the employment of veterans young and old;*
- *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;*
- *aiming to actively participate in Armed Forces Day;*

Additional commitments the Oxford University Hospitals NHS Trust **will make** (based on local circumstances).

- *The establishment of a Reserve Support Group and network to aid in the re-integration and continued support for reservists within the Trust;*
- *An enhanced Reservist Policy providing line managers with a toolkit and guidance to maximise support available to the reservist on issues such as annual leave and sick pay arrangements;*
- *Development of a Reserve Forces OUH intranet page detailing support available to reservists with links to e.g Occupational Health and Well-Being, other useful information;*

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. **[Amended as appropriate for your business.]**