



Corporate Covenant

The Armed Forces Corporate Covenant

West Midlands Ambulance Service 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 on behalf of **West Midlands Ambulance Service NHS Foundation Trust**

Signed:

Name:

Sir Graham Meldrum

Position Held:

Chairman

Date:

26th March 2015



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 **West Midlands Ambulance Service NHS Foundation 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 **West Midlands Ambulance Service 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;

- We will publicise our Corporate Covenant commitments on our web site and will display the corporate covenant logo.
- We will promote membership of the Reserve Forces within our workforce through regular news articles in the weekly brief newsletter.
- The Trust Currently have a newly formed Reservist group which will be extended to cover all ex-Military personnel, as a means of communication and support.
- Delivering a co-ordinated regional approach for "Poppy Appeal" collections in November to raise funds for the Royal British Legion.

Seeking to support the employment of veterans young and old;

- We will work with the armed forces Career Transition Partnership to ensure they are aware of employment opportunities that may be available.
- We value the military skills of potential applicants and where practicable invite to interview all veteran applicants who meet the selection criteria of the job description.

3 Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;

- We will sympathetically review requests for holidays before, during and after a partner's overseas deployment to enable time to be spent with their Families.
- We will consider special paid leave for employees who are bereaved or whose partner/spouse is injured.
- We will provide welfare support and mental health support should it be required by our employees.

4 Seeking to support our employees who choose to be members of the Reserve forces including by accommodating their training and deployment where possible.

- West Midlands Ambulance Service NHS Foundation Trust has pledged its support for members of staff wishing to join the Reserve Forces.
- Through our "Public Duties Policy" we will provide up to 13 days per annum training leave in support of our Reservists.
- We acknowledge that the training undertaken by Reservists enables them to develop additional skills & abilities that benefit both the individual and the Trust.
- We will wherever possible accommodate the mobilisation of our Reservists if they are required to deploy.

5 Aiming to actively participate in Armed Forces Day;

- Aiming to actively participate and support Armed Forces Day and Uniform to Work Day annually.
- We will promote Armed Forces Day via the internet and advertise the day through the weekly newsletter.

6 Additional commitments

- The Trust will endeavour to enhance links with local Reservist Units in which are staff serve to build on partnership working.
- We will encourage more of our employees to become cadet helpers or instructors building on the expertise of those currently providing this help.

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.