



Royal Surrey County Hospital, 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:

Royal Surrey County Hospital, NHS Foundation Trust

Signed: Paula Head

Signed: Dawson-Couper

Name: Paula Head

Name: DAWSON-COUPER

Position: Chief Executive

Position: REG NO 256 FD HOSP

Date: 07/11/2016

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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 Royal Surrey County Hospital 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 Royal Surrey County Hospital 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 by:

- Publicising on the Trust website
- Display the Armed Forces Covenant logo to show that members of the Armed Forces community are welcome customers
- Displaying the Silver Award Certificate when received

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;

- By working in partnership with CTP to support and employ veterans who are leaving the Armed Forces
- Registered with CTP Right Jobs so as to publish and advertise all RSCH jobs
- Recognise military skills and qualifications when interviewing for the new position
- Hold briefing days specifically for those leaving the Armed Forces, as a way to raise awareness of the opportunities of employment with our Trust
- Offer guaranteed interviews for qualified ODP from armed forces
- Offer placement opportunities to work with the Trust as part of their personal development

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

- by looking sympathetically on requests for holidays before, during or after a partner's overseas deployment, when the service person has leave to spend time with their family
- by considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured

Trust will support the employment of Service spouses and partners through following policies

- Special Leave Policy
- Employment Break Policy and Procedure
- Flexibility in Employment – The work-life balance policy and procedure

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

- by applying its policies to accommodate request relating to the training and deployment where possible
- by offering 10 days off paid leave to undertake any training commitment
- by having a number of policies to support any such requests
- by working with Defence Relationship Management to build an open relationship and to include management of absence due to any reasons of training or operations

To focus on recruitment effort through Armed Forces Community:

- Trust will offer support to our local cadet units, either in our local community or in local schools, where possible;
- Trust will aim to actively participate in Armed Forces Day by following armed Forces Day through social media

The Employer Recognition Scheme

- Trust has been awarded a Bronze Award and would like to upgrade that to a Silver status through agreed actions

We will publicise these commitments through:

- our website
- participating in various publicity events to promote Armed Forces Reserves

Working in partnership with over local organisations

- We will endeavour to work closely with Hampshire Hospitals NHS Foundation Trust who are awarded Silver Status and working with Armed Forces.

Other initiatives

- Supporting ex-servicemen through honorary contracts to complete their practice hours i.e. ODP