



Royal Devon and Exeter 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:
Ministry of Defence

Signed on behalf of:
**Royal Devon and Exeter
NHS Foundation Trust**

Signed:

Signed:

Name: Lt Col Guy Benson R Sigs

Name: Suzanne Tracey

Position: MCI XO HQ SW

Position: Chief Executive

Date: 22 June 2017

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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 the Royal Devon and Exeter 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 The Royal Devon and Exeter 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;
 - *further developing our links with the reserve forces locally to enhance the skills our workforce obtain and strengthen our reserve forces community within the Trust through collaborative recruitment*
 - *we will develop a page on our intranet and internet pages to enhance our visible support for the service community, continuing and fostering our links with the Devon Armed Forces (Community) Wellbeing Partnership and hub*
 - *we will continue to support the lead Reservist point of contact within our workforce for any members of staff wanting to enquire or join the reserve forces*
 - *we will continue to collaborate with the reserve forces units in the local area to recruit actively from our staff in the Trust*
- ❖ seek to support our employees who choose to be members of the Reserve forces,
 - *including by accommodating their training and deployment where possible;*

- ❖ 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;
 - *striving to support the employment of Service personnel, their spouses and partners;*
 - *we will continue to advertise employment opportunities for service leavers, through specific service leaver publications*
 - *we will actively engage CTP in our recruitment efforts*

- ❖ endeavouring to offer a degree of flexibility through our human resource policies for Service personnel, their spouses and partners before, during and after a partner's deployment;

- ❖ develop our outward facing support for the armed forces and veterans community
 - *aiming to actively participate in Armed Forces Day, Reserve Forces day and other national events that highlight service personnel or veterans ;*
 - *the Trust will continue to actively participate in the annual medical stretch exercise by allowing non-service personnel to take part and experience the 'look at life'*

- ❖ The Royal Devon and Exeter NHS Foundation Trust will endeavour to uphold the principles laid out for the treatment of Veterans and those serving members of the armed forces that move around the country; ensuring they are not disadvantaged when waiting for treatment

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.