



Buckinghamshire Healthcare 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

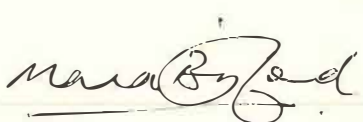
**Buckinghamshire Healthcare
NHS Trust**

Signed: 

Position: Chief Executive Officer

Date: 20/11/2019

Military Representative

Signed: 

Position: Head of Royal Air Force Medical Services

Date: 20/11/2019

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, Buckinghamshire Healthcare 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 Buckinghamshire Healthcare 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:

Promoting the fact that we are an armed forces-friendly organisation through:

- Publicising on the Trust website
- Display the Armed forces logo to show that members of the Armed Forces community are welcome
- Displaying the Silver Award when received and aiming for Gold Award Certificate
- Appointing Armed Forces leads for the Trust and linking with local armed forces networks and other Trusts to ensure we collaborate fully

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:

- By working in partnership with CTP to support and employ veterans who are leaving the Armed Forces
- Registering with CTP Right Jobs to publish and advertise BHT jobs
- Recognising military skills and qualifications when interviewing for Trust vacancies
- Offer placement opportunities where appropriate to work with the Trust as part of 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 person has leave to spend time with their family
- Considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured
- Giving special consideration to career breaks

Seeking to support our employees who choose to be members of the Reserve Forces by accommodating their training and deployment where possible by:

- Applying its policies to accommodate requests relating to training and deployment where possible
- Offering two weeks (10 days) paid leave to attend annual camp at the managers discretion
- Accommodating additional short periods of training with unpaid leave at the discretion of the line manager
- Including in existing policies which support to such requests
- Working with Defence Relationship Management to build an open and supportive relationship which encompasses management of absence due to operational reasons

To focus on recruitment through the Armed Forces Community:

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

The Employer Recognition Scheme

- The Trust is working toward attaining a Silver Award and would like to progress toward achieving Gold status through agreed actions

The Trust will publicise these commitments through:

- Our website
- Participating in various publicity events to promote Armed Forces Reserves

Working in partnership with other local organisations

- The Trust will endeavour to work closely with other local NHS Trusts, CCGs and voluntary organisations and with Armed Forces

Other initiatives

- Developing and maintaining a 'Drop In' service to support and discuss any needs of our Armed forces community where possible

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, service users, and staff on how we are doing.