



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:

Loomer Medical Group

Signed _____

Position: _____ Group Operations Manager _____

Date: _____ 29th October 2020 _____



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 **Loomer Medical Group** 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 **Loomer Medical Group** 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 promoting this on our websites and certificates of this will be displayed in our main foyers of all our sites*
- *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, enabling individuals to achieve their goals and by providing accredited training via our accredited training centre.*
- *Striving to support the employment of Service spouses and partners through our recruitment process, induction and accredited training centre.*
- *Endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, by working in partnership with them and communicating effectively to meet all aspects of their needs.*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible.*
- *Offering support to our local cadet units, either in our local community or in local schools, where possible. Our organisation provides care and support to a range of individuals (in a variety of settings). We will support cadet units by involving our service users and staff who are veterans / families enabling knowledge and experience to be shared.*
- *Aiming to actively participate in Armed Forces Day by holding events across the organisation to raise awareness and achieve fundraising where possible*
- *Offering a discount to members of the Armed Forces Community. Where care is required, we will support people in any of our settings for a reduced rate. For veterans / families joining our service as employees, we will conduct mandatory checks (such as DBS) free of charge in order to support them financially into their role.*
- *Having dedicated employees within the group who are the leads for this covenant – cascading knowledge and skills to their teams on each of the settings within the Group (Primary Care, Care Home and Domiciliary Care)*

2.2 We will publicise these commitments through our literature and/or on our website / social media sites -, setting out how we will seek to honour them and inviting feedback from all involved – implementing positive change where a need is identified.