




North Yorkshire Hospice Care

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:

North Yorkshire Hospice Care

Signed: 

Position: Chief Executive

Date: 29.09.21



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, **North Yorkshire Hospice Care**, 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 We, **North Yorkshire Hospice Care**, recognises the value serving personnel, reservists, veterans and military families bring to our charity and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- *Working together with partners and the community to offer those we serve, including ex-forces personnel, with continued access to specialist care and support across our end of life care, social, emotional wellbeing and bereavement support services.*
- *Supporting fair access to employment, whether in a staff or volunteer capacity, for veterans and service spouses/partners to our appropriate roles, recognising military skills and qualifications in our recruitment and selection processes.*
- *Ensuring our employees who are members of the Reserve Forces are granted additional paid/unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment.*
- *Recognising the contribution of the armed forces community where possible as part of national events, including Armed Forces Day, Reserves Day and remembrance activities, internally and/or externally, as appropriate.*
- *And any additional commitments to ensure all those we serve, including the armed forces community, are treated in accordance with our organisational values, ensuring individuals and their families are treated with dignity and respect.*

2.2 We will publicise these commitments accordingly.