



City Health Care Partnership CIC

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:

City Health Care Partnership CIC

Signed: _____

Name: _____

CAROL WAUBY

Position: _____

CHIEF OPERATING OFFICER

Date: _____

24/06/2020



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 City Health Care Partnership CIC 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 City Health Care Partnership CIC 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 our Armed Forces Covenant on our website, displaying the Armed Forces Covenant logo and working in partnership with established veteran support services;*
- *seeking to support the employment of veterans young and old whilst striving to support the employment of Service spouses and partners, CHCP will aim to take positive action regarding recruitment applications that meet the selection criteria laid out in a job advert; and invite to briefing days specifically for those leaving the Armed Forces as a way to raise awareness of the opportunities for employment in our business;*
- *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;*
- *seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible by allowing them to take normal leave, additional unpaid or, where practicable, even paid leave;*

- *offering support to local Reserve Forces' and Cadets' Associations where practicable via collaborative working to raise awareness of, and identify, support needs;*
- *aiming to actively participate in Armed Forces Day by becoming an Armed Forces Day Corporate Partner and use the logo on bags, posters and websites and fly the Armed Forces Day flag to help local community veterans identify availability of local support services and partnerships;*
- *offer a discount, through the Defence Discount Service, to members of the Armed Forces community issued with the Defence Privilege Card on prescription charges at City Health Care Partnership CIC run pharmacists and education and training opportunities through our dedicated learning and development team covering subjects from clinical training, business, IT and administration.*

2.2 Our vision is to lead and inspire through excellence, compassion and expertise in all that we do; we will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them; inviting feedback through Friends and Family Test, www.chcpfft.org.uk, surveys and questionnaires; Focus and patient groups; Community champions/health champions; forming links between the communities and City Health Care Partnership CIC Consultations (at least one service-wide consultation every year) from the Service community and our customers on how we are doing.