



University Hospitals Sussex 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:

University Hospitals Sussex NHS Foundation Trust

Signed:

A handwritten signature in black ink, appearing to be "J. Mills", written over a horizontal line.

Position: Head of Resuscitation & Simulation Services
Armed Forces Lead

Date: 28 Jul 21



University Hospitals Sussex
NHS Foundation Trust

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 **University Hospitals Sussex 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 **University Hospitals Sussex NHS Foundation Trust** recognises the value serving personnel, reservists, veterans, and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public. We will do this by:
 - Utilising our current website to promote our Armed Forces work and that we are an Armed Forces friendly employer and organisation.
 - Using our social media accounts to promote our Armed Forces work and that we are an Armed Forces friendly employer and organisation.
 - Observing the Armed Forces week/day.
 - Displaying our Gold Award Certificate prominently within the Trust and advertising this on our website/email banners
 - Supporting our Armed Forces Lead and Network to continue the work they do to support our staff and patients.
 - Carry out Armed Forces Drop-in sessions for staff from our Armed Forces Community to ensure they have support where needed, or indeed direct to ongoing support, depending on need.
 - Maintain an active Armed Forces Network within the Trust and link in with other Local and National Armed Forces Networks where possible.
- **Veterans:** Supporting the employment of veterans, young and old, working towards (where possible) tailored employment pathway for Service Leavers by:
 - Working in partnership with the Career transition Partnership (CTP) to support and employ veterans who are leaving the Armed Forces.
 - Continue registration with CTP 'Right Jobs' to publish and advertise UHSussex roles.
 - Recognise military skills and qualifications when interviewing for Trust vacancies.
 - Include Armed Forces information to all new staff attending Trust induction to raise awareness of the opportunities in the Trust.

- Offer placement opportunities where appropriate to work with the Trust as part of their personal development.

- **Service Spouses & Partners:** Supporting the employment of Service spouses and partners by:
 - Partnering with Service Leaver employment online sites; and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment, where possible.
 - By considering whether special paid leave is appropriate for employees who are bereaved or whose loved ones are injured.
 - By giving special consideration to Career breaks.

- **Reserves:** supporting our employees who are members of the Reserve Forces by:
 - By applying its policies to accommodate requests relating to the training and deployment where possible.
 - By offering two weeks (10 days) paid leave to attend annual camp per annum.
 - By accommodating additional short periods of training with unpaid leave at the discretion of the line manager.
 - By maintaining the policies which support any such requests.
 - By maintaining an Armed Forces specific policy to support our staff.
 - By working with Defence Relationship Management to build an open and supportive culture which encompasses management of absence due to Operational reasons.
 - Granting additional paid/unpaid leave for annual Reserve Forces training
 - Supporting any mobilisations and deployments where possible.

- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations by:
 - Actively encouraging members of staff to become volunteer leaders in cadet organisations.
 - Supporting local military cadet units where possible.
 - Recognising the benefits of employing cadets/ex-cadets within the workforce.

- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day, and Remembrance activities.

- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist, where possible.

- **Working in partnership with other local organisations:** We will work with other organisations to promote and develop our Armed Forces commitment where possible, by:
 - Working to offer other organisations wishing to acknowledge the Armed Forces community, or applying for an award, offering all working practices and media to assist, where possible.
 - Collaborating and offering advice guidance to other Armed Forces leads across all organisations that need assistance, in particular other NHS organisations.

- **Other initiatives:** We will undertake the following initiatives where possible:
 - Supporting ex-service personnel through honorary contracts to complete their practice hours, where possible.
 - Supporting Regular or Reserve personnel through honorary contracts to complete courses and their practice hours where needed.
 - Maintain a 'drop-in' service to support and discuss any needs of our Armed Forces community, where possible.
 - Work collaboratively with the Military National Education Advisors to provide practice placements for Regular Military personnel whilst they undertake their specialist courses at University's within the Region.
 - Deliver an Armed Forces Induction to Regular Personnel arriving at the Trust to orientate them as needed.
 - Offer support to Regular personnel posted to us for the duration of their placements through the ability to access Trust resources including our counselling services, where necessary.
 - Offer support to our Armed Forces personnel through contact with our Armed Forces Lead should it be required.

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 patients on how we are doing.