



St Clare Hospice

We commit to uphold the Armed Forces Covenant and support the Armed Forces Community. We recognise the contribution that Service personnel, both regular and reservist, veterans and military families make to our organisation, our community and to the country.

Signed on behalf of: **Ministry of Defence**

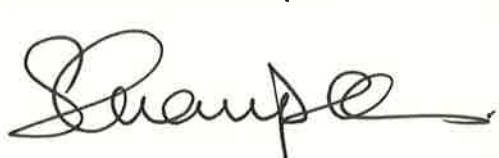
Signed: 

Name: Lieutenant Samuel Knight

Position: Deputy Navy Liaison Officer

Date: 05th February 2025

Signed on behalf of: **St Clare Hospice**

Signed: 

Name: Mrs Sarah Victoria Thompson

Position: Chief Executive Officer

Date: 05th February 2025



The Armed Forces Covenant

An Enduring Covenant Between

**The People of the United Kingdom
His 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, St Clare Hospice, will endeavour to uphold the key principles of the Armed Forces Covenant:

- *Members of the Armed Forces Community should not face disadvantages arising from their service in the provision of public and commercial services.*
- *In some circumstances special provision may be justified, especially for those who have given the most, such as the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 We recognise the contribution that Service personnel, reservists, veterans, the cadet movement and military families make to our organisation, our community and to the country. 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 displaying the covenant logo on our website and relevant literature.
- Identifying our Military Veterans and Armed Forces Community at referral by asking the question; 'Have you, or an immediate family member served in HM Armed Forces?'
- Supporting the employment of veterans by recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of service leavers.
- Supporting the employment of Service spouses and partners; partnering with the Forces Families Jobs Forum; providing flexibility when granting leave for service spouses and partners before, during and after a partner's deployment.
- Supporting our employees who are members of the Reserve Forces by granting additional unpaid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.
- Supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.
- We will sign up to the bronze award in the Defence Employer Recognition Scheme (ERS) and aspire to work towards silver award.
- We will aspire to join the Veterans Covenant Healthcare Alliance (VCHA) Veteran Aware accreditation program for independent healthcare providers and hospices.
- We will establish strong links with our local military units.
- We will actively participate in Armed Forces Day, Reserves Day and Remembrance activities.

2.2 We will publicise these commitments on our website, setting out how we will seek to honour them and inviting feedback from the Armed Forces Community and our customers on how we are doing.