



Locala Health & Wellbeing

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:

Locala Health & Wellbeing

Signed:

A handwritten signature in black ink, appearing to be 'J. Smith' or similar, written in a cursive style.

Position: Director of Organisational Development & People

Date: 7 December 2021

Locala
Health & Wellbeing

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 **Locala Health & Wellbeing** 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 recognise 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 colleagues, patients, suppliers, contractors and wider public. We will do this by displaying the Armed Forces Covenant logo and case studies of colleagues with connections to the forces on our website; and acknowledging key calendar dates relating to forces internally and externally.
- **Veterans:** supporting the employment of veterans and reservists by ensuring they have easy access to our job opportunities. For example, by advertising vacancies on specialist websites and attending specialist recruitment fairs where possible.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners by partnering with the Forces Families Jobs Forum; and providing flexibility wherever possible in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Reserves:** supporting our colleagues who are members of the Reserve Forces by having a policy in place which grants additional paid/unpaid leave for annual Reserve Forces training and supporting any mobilisations and deployment.
- **Cadet Organisations:** encouraging our colleagues to use the paid volunteering days they are eligible for under our volunteering policy to support military cadet and veteran organisations.
- **Wellbeing:** We will continue to promote our Wellbeing Strategy internally, highlighting the support available to veterans, reservists and their families.

2.2 We will publicise these commitments through our literature and on our website, setting out how we will seek to honour them and inviting feedback from the Service community and our customers on how we are doing.