



## Health Sciences University

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:  
Ministry of Defence

Signed: \_\_\_\_\_

Name: Lt Col Anthony E Sharman VR

Position: Commanding Officer, The Royal Wessex Yeomanry

Date: 21 October 2024

Signed on behalf of:  
Health Sciences University

Signed: \_\_\_\_\_

Name: Professor Lesley Haig

Position: Vice-Chancellor

Date: 21 October 2024



# **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 **Health Sciences University** 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:**

We pledge to promote our support for the Armed Forces and our commitment to the Covenant across our communications channels, and through our activities and events.

Prospective students and employees will see that we are an Armed Forces community-friendly organisation, as will patients to our clinics.

We will publish our Covenant pledges on a dedicated section of our public-facing website.

- **Veterans:**

We pledge to be an Armed Forces community-friendly employer. Our recruitment processes will make clear that we encourage applications from those who have served or are serving, and we will advertise vacancies through the Career Transition Partnership.

In addition, we deliver courses designed to meet the needs of a health workforce that are attractive and suitable to members of the Armed Forces community and their families and recognise all relevant skills and qualifications presented by applicants in our selection processes.

- **Service Spouses & Partners and their Children:**

We pledge to offer flexibility, where practicable, in granting leave for service spouses and partners before, during and after a partner's deployment.

In addition, our commitment is to support any member or child of the Armed Forces community who wishes to study with us to help ensure that they are not disadvantaged, and promote and support access to higher education, in line with our approach to access and participation.

- **Reserves and Cadet Force Adult Volunteers:**

We pledge to acknowledge and support the need for flexibility through our staff policies.

In addition, we will offer, where possible, additional leave entitlement to cover the minimum time commitments of the Reservist role.

- **National Events:**

We pledge to provide the flexibility, where practicable, for members of the Armed Forces community working at the University to attend events and activities, such as those related to Remembrance.

In addition, we pledge to support the Poppy Appeal Day by organising Poppy Boxes across our campuses.

**Armed Forces Charities:**

We pledge to be supportive of the activities of Armed Forces charities in the local community, including making our facilities available to support their activities.

- **Any additional commitments the company wishes to make:**

We pledge to positively promote our clinical services to members of the service community, providing assistance with access to those services where necessary.

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 customers on how we are doing.