

To:	The Trust Board
From:	Tim Couchman, Equality, Diversity and Inclusion Lead
Date:	24 th October 2016

Title:	Armed Forces Covenant Options Paper										
Responsible Director:	Martin Rayson, Director of HR & OD										
Author:	Tim Couchman, Equality, Diversity and Inclusion Lead										
Purpose of the Report:	To achieve discussion and decision from the Trust Board in relation to the adoption of the Armed Forces Covenant										
The Report is provided to the Board for:	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 50%;">Approval</td> <td style="width: 5%;"></td> <td style="width: 50%;">Decision</td> <td style="width: 5%; text-align: center;">X</td> </tr> <tr> <td>Discussion</td> <td style="text-align: center;">X</td> <td>Information</td> <td></td> </tr> </table>			Approval		Decision	X	Discussion	X	Information	
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Summary/Key Points:	<p>In the County of Lincolnshire there exists significant Royal Air Force and Army presence. The Trust provides healthcare services to military personnel and their families. It is also recognised that the Trust employs a number of military Reservists and a wide range of partners / spouses of serving military personnel.</p> <p>According to the Ministry of Defence database in November 2014, the United Lincolnshire Hospitals NHS Trust was presented with a Silver Award under the MoD's Employer Recognition Scheme.</p> <p>To achieve this, the Trust demonstrated:</p> <ul style="list-style-type: none"> • support for service personnel issues and employ at least one member of the Armed Forces community • active communication and upholding a positive stance towards reservist employees via established HR policies and procedures • showing flexibility towards annual training commitments and mobilisation of reservist employees, as well as supporting the 										

employment of cadet instructors, Armed Forces veterans (including wounded, injured and sick) and military spouses/partners

Since 2014, an organisation is required to sign the Armed Forces Covenant in order to achieve and maintain the Silver Award. ULHT has not yet signed the Armed Forces Covenant.

Unfortunately it has not been possible to locate either the documentation or ULHT officer responsible for the receipt of the Silver Award in November 2014.

As part of the Public Sector Equality Duty (Equality Act 2010), the Trust is required to:

- **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

Although this duty applies primarily to people / groups identifying with the protected characteristics, as articulated in the Act, the Trust also has a duty to consider other groups identified in the local population demographic. Military personnel represent a significant group in Lincolnshire.

The Trust Board is requested to discuss the following options:

- 1) Do nothing
- 2) Relinquish all previous work and recommence at Bronze status
- 3) Confirm existing Silver Award and sign a local Military Covenant based on identified good practice within ULHT HR policies
- 4) Confirm existing Silver Award and work towards signing full Military Covenant and adopt the full NHS Employer Armed Forces Policy
- 5) Seek to achieve Gold Award

This author recommends option 3, with a commitment to develop the work through options 4 to 5.

Appendices: Draft Armed Forces Covenant
 Equality Analysis