



## The Colte Partnership

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**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:

**Organisation Name**

Signed:

A handwritten signature in black ink, appearing to be 'M. Chapman'.

Name: Martin Chapman

Position: Chief Executive Officer

Date: 11<sup>th</sup> November 2023

# 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, The Colte Partnership, 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 Armed Forces:

#### Employment support to members of the Armed Forces Community:

- We will support the employment of Service **spouses, partners and dependants**, for example by signing up to [Forces Families Jobs](#).
- We will engage with the [Career Transition Partnership](#).

#### Communications, engagement, and outreach:

- We provide and promote **training**, such as e-learning, for our staff on the Armed Forces Community, including Reservist GP giving training to clinicians and reception staff.
- We will promote the Armed Forces Covenant, the [Defence Employer Recognition Scheme](#) Bronze Award and will offer support for the Armed Forces Community to our staff and patients.
- We will support or promote **Armed Forces events**, such as Armed Forces Day/Week, Reserves Day, the Poppy Appeal and Remembrance activities.
- We will use the **Covenant logo on our communications and marketing and the Employer Recognition Scheme logo** once our Bronze Award has been achieved.
- We have appointed an **Armed Forces Champion** within our organisation to function as a focal point for organising and promoting support for the Armed Forces Community.
- We engage with and support **local Armed Forces charities**.
- **We will signpost** members of the Armed Forces Community to available support, for example SSAFA, ABF The Soldiers Charity, Op COURAGE, Op NOVA, Ops RESTORE and Ops COMMUNITY and Colchester City Council Armed Forces Team.
- We run a monthly Armed Forces Community Support Café in partnership with Colchester City Council and Prettygate Baptist Church. This also includes attendance from other external organisations who support our Armed Forces Community.

#### Commercial:

- We will ensure the Armed Forces Community has **fair access** to our services and are not put at a disadvantage by their service, for example as a result of their high mobility.

## Health

- We have taken part in and promote the veteran-friendly [accreditation for GP practices](#). All nine GP Practices within The Colte Partnership are accredited.
- We will ensure available **dedicated healthcare services** for members of the Armed Forces Community, such as [Op COURAGE](#) in England, are signposted and promoted.
- We will continue to encourage staff to code patients that identify as a member of the Armed Forces Community.

### **Any additional commitment the organisation wishes to make:**

A message from our Chief Executive Officer:

Committing to the Armed Forces Covenant is a privilege for the Partnership. It is made all the more prominent and relevant what with Colchester Barracks woven into the fabric of our local community.

It is imperative that those service men and women and their families be supported by the rest of society while they a prepared to sacrifice so much for us.

This time of year, is also an extremely poignant reminder of the sacrifices made, and which continue to be made by our Armed Forces communities. We must support them in return.

- 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 Armed Forces Community and our customers on how we are doing.