



## Patient Care Locally

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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:

**Patient Care Locally Community Interest Company  
(PCL CIC)**

Signed: *A Showler*

Name: Aaron Showler

Position: Business Development and Innovation Lead

Date: 05/12/2025



# 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, PCL CIC, 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:**
  - *Supporting Armed Forces Day, Remembrance Day, and other military commemorations through internal communications and social media.*
- **Employment support to members of the Armed Forces Community:**
  - *Offering a guaranteed interview to veterans and reservists who meet the essential criteria*
  - *Supporting reservists with additional unpaid leave for annual training and deployment.*
  - *Including Armed Forces-friendly statements in recruitment advertising.*
  - *Including Armed Forces-friendly policies in our HR documentation (e.g., On BreatheHR).*
- **Communications, engagement and outreach:**
  - *Appointing a Covenant Champion within our HR function to monitor our commitments.*
  - *Including Armed Forces community awareness in staff inductions and materials.*
  - *Partnering with local military charities to support outreach or awareness-raising initiatives.*
- **Commercial:**
  - *We will ensure the Armed Forces Community has fair access to our services and will accommodate changes caused by deployment or relocation where possible*
- **Health**
  - *Signposting veterans and families to dedicated health services*
  - *Supporting or hosting outreach clinics tailored to veteran needs (e.g. mental health, vaccinations).*

- **Civic responsibilities:**
  - *We will support and participate in local remembrance and Armed Forces community events where possible, and promote recognition of the Armed Forces in our public communications*
- **Any additional commitment the organisation wishes to make.**
  - *Including Covenant pledges in our annual review processes.*
  - *Reporting progress internally and through our website.*
  - *Welcoming feedback from the Armed Forces Community on how we can continue to improve our support.*

2.2 We will publicise these commitments on our website and internal staff platforms and invite feedback from the Armed Forces Community to help us continue to improve.