



Leeds Teaching Hospitals NHS Trust

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:

Leeds Teaching Hospitals NHS Trust

Signed:

Name: Antony Kildare

Position: Chair

Date: 20 January 2026

Signed:

Name: Brendan Brown

Position: Chief Executive

Date: 20 January 2026

The Leeds Teaching Hospitals 
NHS Trust

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, Leeds Teaching Hospitals NHS Trust, 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:

Patient Centred

- Signposting Armed Forces community patients appropriately to OP COURAGE and charitable support services
- Ensuring no Armed Forces community patient has their healthcare disadvantaged by our Trust due to their service, their partner's service or their parent's / guardian's service

Fair

- Recognising that spouses and partners of serving Armed Forces personnel need support and flexibility with respect to their leave and work schedule
- Supporting our Regular and Reservist colleagues in accommodating their training and deployment

Empowered

- Encouraging all our Trust employees to develop their knowledge and understanding of Armed Forces community patient needs
- Supporting our Armed Forces working group in promoting the Armed Forces covenant

Collaborative

- Working with Leeds City Council in their committed support to Veterans' affairs
- Continuing to recognise and signify Armed Forces Day, Remembrance Day and Reserves Day

Accountable

- Sustaining our Gold Award status in the Defence Employer Recognition Scheme
- Sustaining our reputation as an Armed Forces-friendly organisation

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 patients on how we are doing.