

Step into Health

*Connecting employers in the NHS to talent from the
Armed Forces community*



Lancashire Care
NHS Foundation Trust

Lancashire Care NHS Foundation Trust

*We, the undersigned, pledge to champion the Step
into Health campaign and value the contribution
made by military service leavers and their families.*

Signed on behalf of:

Lancashire Care NHS Foundation Trust

Signed: *E. C. Wilcock*

Name: *Emma Wilcock*

Position: *Head of Strategic Resourcing*

Date: *08 September 2017*

Demonstrating our commitment

Lancashire Care recognises the value serving personnel, veterans and military families bring to our workforce. We will seek to support the Step into Health campaign, by agreeing to the following:

- *Advertising apprenticeship opportunities through the Career Transition Partnership (CTP) and their RightJob board.*
- *Nominating a point of contact within the organisation that members of the Armed Forces community can contact directly.*
- *Reviewing recruitment practices and removing any barriers to recruiting members of the Armed Forces community.*
- *Using the Step into Health branding to promote consistent messages about the programme.*

Our organisation will also enhance our commitment to Step into Health by:

- ✓ *Hosting insight days to raise awareness of NHS careers with the Armed Forces community.*
- ✓ *Offering work placements to the Armed Forces community and provide support to those who apply for a vacancy.*
- ✓ *Tailoring activity for those service leavers who may be wounded, injured or sick.*
- ✓ *Establishing an alumni network for staff who have found employment through the programme.*
- ✓ *Partnering with other NHS organisations in the region to share best practice and make efficient use of resources.*
- ✓ *Supporting candidates with the programme who may wish to settle elsewhere whilst also being ready to receive candidates who have been referred from other supporting organisations.*

We will publicise these commitments through our literature and/or on our website, setting out how we will seek to honour them and inviting engagement from the Armed Forces community to develop this further.