



Irwell Valley Homes

We, the undersigned, commit to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value Serving Personnel, both Regular and Reservists, Veterans and military families contribute to our business and our country.

Signed on behalf of:

Irwell Valley Homes

Signed: *Ceris Esplen*

Name: Ceris Esplen

Position: Director of Strategy and Partnerships

Date: 1st May 2023



Irwell Valley Homes

The Armed Forces Covenant

An Enduring Covenant Between

The People of the United Kingdom
Her 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 Irwell Valley Homes will endeavour in our business dealings to uphold the key principles of the Armed Forces Covenant, which are:

- *No member of the Armed Forces Community should face disadvantage in the provision of public and commercial services compared to any other citizen*
- *In some circumstances special treatment may be appropriate especially for the injured or bereaved.*

Section 2: Demonstrating our Commitment

2.1 Irwell Valley Homes recognises the value serving personnel, reservists, veterans and military families bring to our business. We will seek to uphold the principles of the Armed Forces Covenant, by:

Raising Awareness

- *Ensuring that our colleagues, customers, and business partners understand our support for the Armed Forces and their families*
- *Displaying the Corporate Covenant logo and Bronze Award on our website, social media sites and recruitment materials*
- *Displaying links to other sites offering support and services to veterans of the Armed Forces*
- *Share news articles from their Social Media sites such as Facebook and Twitter.*

Re Housing

- *Additional preference will be given on the housing register to those leaving the armed forces on their application for housing, through the local authorities we work with*
- *Identifying customers who have or are serving in the armed forces and offer them support where possible.*

Employment

- *Seeking to support the employment of Armed Forces veterans and share our vacancies with various partners seeking to assist them in securing jobs*
- *Striving to support colleagues who are spouses and partners of those serving in the armed forces by offering the flexibility of approving leave at short notice to coincide with their partners sudden or unexpected deployment*
- *Offering a guaranteed interview to those applicants who meet the minimum 'Essential Requirements' of a job vacancy*
- *Striving to support the employment of spouses and partners*
- *Supporting employees who our members of the Reserve forces, including by accommodating their training with up to 5 days additional paid leave and deployment where possible*
- *Offering a phased return to work where required, following their return from demobilisation.*

Our Policies

- *Our Equality and Diversity Group ensuring our policies and working practices do not disadvantage members of the armed forces*
- *Treating them with Dignity, Respect and Trust*

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 Service community and our customers on how we are doing.