The Armed Forces Corporate Covenant

First Choice Housing Association Ltd

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

Signed on behalf of First Choice Housing Association Ltd

Signed: [Signature]

Name: Hilary Ryan

Position Held: Chief Executive

Date: 05/08/14

First Choice

Ministry of Defence
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 Corporate Covenant

1.1 We First Choice Housing Association Ltd 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 First Choice Housing Association Ltd 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:

- promoting the fact that we are an armed forces-friendly organisation on our website, social media and literature and promoting our careers and employment opportunities to the Armed Forces audience;
- seeking to support the employment of veterans young and old by raising staff awareness of service personnel and veterans' strengths, qualities, transferable skills and the challenges they may face, particularly when transitioning from service to civilian life;
- working alongside partners such as Hire A Hero and Alabaré to prepare ex-forces personnel for the transition into civilian life and sustainable employment by providing mentoring services, housing advice and signposting.
- striving to support the employment of Service spouses and partners;
- endeavouring to offer a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment;
- seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;
- aiming to actively participate in Armed Forces Day, especially in the area of transition and housing, thereby publicly demonstrating that we support our Armed Forces
- attending and contributing to Armed Forces Community Covenant groups throughout Wales wherever possible;
- aiming to actively participate in Transition events held by or on behalf of the military by offering housing advice and support to ex-forces personnel
- providing supported accommodation solutions for ex-forces personnel that are or may be at risk of homelessness, including those suffering from mental health, PTSD, loss of limbs or other physical disabilities
- partnering with relevant support organisations and charities through cross utilisation of resources to achieve optimum benefit for ex-forces personnel
- seeking to sponsor and fundraise where possible community benefits and charitable events linked to the armed forces community.

2.2 We will publicise our commitments through our literature and on our website, setting out how we will seek to honour the Armed Forces Community and inviting feedback from the Service community and our customers on how we are doing. We will display the Corporate Covenant logo on our letterheads and official publications.