



## Riverside Group

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:  
**Riverside Group**

Signed on behalf of:  
**Ministry of Defence**

Signed on behalf of:  
**Riverside Group**

Signed: 

Signed: 

Signed: 

Name: Carol Matthews

Name: Victoria Doran

Name: John Glenton

Position: Chief Executive

Position: Regional Employer  
Engagement Director

Position: Executive Director of care  
and support

Date: 28/03/17

Date: 28/03/17

Date: 28/03/17



Ministry  
of Defence

 **Riverside**

## Section 1: Principles Of The Armed Forces Covenant

1.1 We Riverside Group 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**

Riverside recognises the value serving personnel, reservists, veterans and military families bring to our organisation. We will seek to uphold the principles of the Armed Forces Covenant. As part of this we will:

### **2.1 Continue to honour and expand our existing support services for Veterans**

Since Riverside first established our Veterans services in 2000, we have helped over 15000 Veterans via our national network of centres and services. These include our SPACES telephone housing advice line, our advice service at Colchester's Military Corrective Training Centre and three state of the art housing, support and training centres next to Aldershot and Catterick Garrisons and in Middlesbrough. We will continue to develop our services as part of Riverside's commitment to Veterans.

### **2.2 Promote the fact that we are an Armed Forces-friendly organisation**

Riverside will proudly promote the fact that we are an Armed Forces-friendly organisation, by publicising our Corporate Covenant on our national website ([www.riverside.org.uk](http://www.riverside.org.uk)) and displaying it at our National Headquarters in Liverpool. We will continue to champion the Armed Forces via support activities in our Veterans services.

### **2.3 Seek to support the training employment of Veterans & those from an Armed Forces background**

Supporting the training and employment of veterans is one of the key ways Riverside fulfils our corporate commitment. Through our three flagship housing, training and enterprise centres neighbouring Catterick, Middlesbrough and Aldershot, we provide a range of training opportunities around catering, baking, HGV driving, close protection, construction and other disciplines.

The management of our services is led by staff who are veterans themselves. We have already employed a percentage of veterans and those whose family backgrounds are in the Armed Forces within our staff teams.

We have received national recognition for our involvement of veterans at the very heart of our veteran's services. We will continue to pioneer innovative ways of involving veterans in our services by providing them with training and employment opportunities, including guaranteeing interviews for those ex-Service personnel who apply for positions with us and meet the job criteria.

#### **2.4 Working with Riverside's suppliers to encourage their participation**

Riverside works with a range of suppliers and contractors nationwide. We are continually developing partnerships that help our veterans into employment. An example of this is our work with Greatest Expectations who offer traineeships and work experience to our veterans at Hardwick House, our veterans supported housing project in Middlesbrough. We commit to actively working with our other suppliers to encourage them to provide training and employment opportunities for veterans.

#### **2.5 Seeking to support our employees who choose to be members of the Reserve forces, including accommodating training & deployment where possible**

A number of our full-time staff are members of the Reserve forces. Riverside will continue to accommodate their training and deployment, on a case-by-case basis.

#### **2.6 Aiming to actively participate in Armed Forces Day**

Riverside commits to promote the importance of support for veterans and Armed Forces Day. We will do this using our network of Veterans Services, our media and social media teams, our online presence to over 9,000 followers nationwide and by communications to our 50,000 tenants.

#### **2.7 Seeking, where possible, to prioritise accommodation for Armed Forces families and Veterans**

Riverside already provides accommodation for Armed Forces personnel across the Midlands, working in partnership with the Royal Air Force and Army. Nationwide Riverside owns or manages over 50,000 properties and we will seek to utilise our responsibility for this stock by seeking where appropriate to prioritise accommodation for Armed Forces personnel.

#### **2.8 Promoting the Armed Forces Corporate Covenant**

Riverside will actively encourage likeminded organisations and suppliers to sign up to the Armed Forces Covenant. By doing so we will underscore our continuing support for the Armed Forces.