



## Southway Housing Trust

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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:  
**Southway Housing Trust**

Signed: M. Mitchell

Signed: 

Position: Chief Executive

Name: Samantha Macwilliam

Position: Chair

Date: 5<sup>th</sup> November 2018

Date: 5<sup>th</sup> November 2018



## 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 We **Southway Housing Trust** 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 anyone else in some circumstances special treatment may be appropriate especially for the injured or bereaved.

## **Section 2: Demonstrating our Commitment**

2.1 **Southway** 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**

- Making sure that our colleagues, customers and business partners understand our support for the Armed Forces and their families
- Providing access to staff to training to increase staff's awareness
- Displaying the corporate Covenant logo on our website and on social media sites
- Displaying links to other sites and organisations that provide support to ex service veterans
- Being an active member of the GM Armed Forces Group
- Supporting Armed Forces Day.

### **Rehousing**

- Through our membership of Manchester Move, awarding Armed Forces veterans, band 1 rehousing priority
- Identifying customers who have or are serving armed forces and offering them support if possible, and if needed.
- Giving priority to ex service veterans with all shared ownership housing

### **Employment**

- Aiming to support colleagues who are partners of those serving in the Armed Forces by offering the flexibility of approving leave at short notice to coincide with their partner's sudden or unexpected deployment
- Seeking to support the employment of Armed Forces veterans, young and old and share our vacancies with the various partners seeking to assist them in securing jobs
- Guaranteeing to interview any Armed Forces veteran applying for a post at Southway and who meets the requirements set out in the Job Profile
- Recognising military skills and qualifications when interviewing for new positions.
- Seeking to support our employees who choose to be members of the Reserve and Cadet Forces

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 Service community and our customers on how we are doing.