



Stockport Homes 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:
Armed Forces Community

Signed:

Name: **Major (Retired) Geoff Nuzum**

Position: **Ministry of Defence, Regional Employer Engagement Director**

Date: **10/12/2019**

Signed on behalf of:
Stockport Homes Group

Signed:

Position: **Chair**

Date: **10/12/2019**

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, Stockport Homes 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

2.1 Stockport Homes Group recognise 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:

Seeking to address housing need

- Offering personalised rehousing plans to all applicants who are current/former members of the armed forces and their families
- Giving priority to armed forces applicants for shared ownership properties
- Website section with targeted housing advice and links to support agencies
- Dedicated link worker within Housing Options Team for armed forces applicants and support organisations

Promoting tenancy sustainment and wellbeing

- Priority access to tenancy support
- Fast track assessment for counselling services
- Money advice offer to housing applicants and new tenants
- Armed forces link workers within Independent Living and Employment Support Teams
- Assigned preference for training and volunteering opportunities

Offering support as an employer

- Seeking to support the employment of veterans young and old, advertising all appropriate vacancies within the business through the Career Transition Partnership (CTP) as well as our usual channels;
- Giving meaningful feedback to every application received from military personnel

- Consideration to apprenticeships each year for military personnel
- Striving to support the employment of Service spouses and partners
- Endeavouring to offer flexibility of leave for Service spouses and partners before, during and after a partner's deployment
- Seeking to promote and support our employees who choose to be members of the Reserve and Cadet forces
- Offering support to our local cadet units, either in our local community or in local schools, where possible

Promoting its values in the community

- Advertising the fact that we are an armed forces-friendly organisation; by publicising our Covenant pledges and displaying the Armed Forces Covenant Logo where appropriate;
- Attending and promoting Armed Forces Day and other related events and activities

2.2 We will publicise these commitments through our literature and/or on our websites, setting out how we will seek to honour them and inviting feedback from the Service Community and our customers on how we are doing.