



## Hopkins 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:

**Ministry of Defence**

Signed: \_\_\_\_\_

A handwritten signature in black ink, appearing to be "M.A.S.", written over a horizontal line.

Position: \_\_\_\_\_

MANAGING DIRECTOR

Date: \_\_\_\_\_

16<sup>TH</sup> DECEMBER 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 Hopkins 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 Hopkin 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:

- *promoting the fact that we are an armed forces-friendly organisation; through our website, recruitment material, media and general communications.*
- *we will endeavour to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), in order to establish a tailored employment pathway for Service Leavers into the New House building sector.*
  - *We will endeavour to promote our open and fair approach to recruitment with an established military pathway with the CTP. We have successfully established a Trainee Manager program pathway for service leavers, with two former members of the armed services having joined the company on the first intake in September 2019.*
  - *We also continue to value and support existing members of staff who have previously served in the military.*
  - *striving to support the future employment of Service personnel in the new homes construction sector by continuing our involvement in funded projects with the Home Builders Federation, CITB and the Career Transition Partnership to aid the development of industry opportunities.*
- *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;*
- *offering support to our local cadet units and cadet instructors, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *Promotion of our charitable projects that are linked to the military. For example, our War Memorials project: given the close historical and present-day connections East Anglia has with the military. Hopkins Homes to date has committed £10,000 from the Hopkins Charitable Fund to the repair and conservation of East Anglia's war memorials. The fund will be administered by War memorials Trust.*

2.2 We will publicise these commitments through our literature, website, charitable partners and recruitment pathways alongside internal and external media.