



**ARMED FORCES  
COVENANT**

**johnnie johnson Housing**

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 on behalf of:

Signed:

*S R Chaskin*

Signed:

*Francis Street*

Name:

S R CHASKIN

Name:

F. STREET

Position:

OC 611 Sqn RAuxAF

Position:

CHAIR

Date:

27 MARCH 2018.

Date:

27.3.18.

# 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 Johnnie Johnson Housing 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 Johnnie Johnson Housing 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; by publicising our Covenant pledges and displaying the Armed Forces Covenant Logo where appropriate;*
- *seeking to support the employment of veterans young and old; we will advertise all appropriate vacancies within the business through CTP as well as our usual channels;*
- *tracking applications from military personnel and their families and providing statistics on the number of applications: received, shortlisted, interviewed, recruited, retained after probation;*
- *giving meaningful feedback to every application received from military personnel;*
- *to support employment skills through offering a 'volunteer placement' on JJH business projects to ex service personnel to develop confidence, business acumen and general skills;*
- *giving 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 support our employees who choose to be members of the Reserve and Cadet forces, including accommodating their training and deployment where possible; we will actively encourage our employees to become members of Reserve and Cadet forces;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to actively participate in Armed Forces Day;*
- *having homelessness as a priority category to help avoid homelessness from the armed forces;*
- *having a rehousing category specifically for those coming out of the Services before they actually leave and for their families who may have a range of specific needs;*
- *Supporting current and former members of the armed forces and their families to maintain tenancies and thrive within their community.*

2.2 We will publicise these commitments through our literature and 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. We have an Armed Forces Strategy for Johnnie Johnson Housing which includes a commitment to carry out an annual impact assessment report to our Board of Management.