



Irwell Valley Housing Association

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:

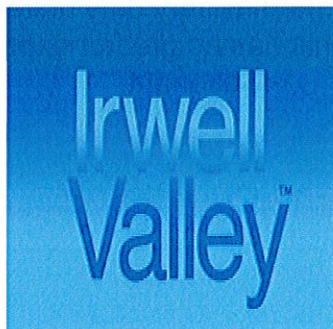
Irwell Valley Housing Association

Signed: 

Name: SARA SHARROCK

Position: EXECUTIVE DIRECTOR FINANCE / COMPANY SECRETARY

Date: 26-07-16



Section 1: Principles of the Armed Forces Covenant

1.1 Irwell Valley 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 Irwell Valley 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

- *Ensuring that our colleagues, customers and business partners understand our support for the Armed Forces and their families*
- *Endeavouring to raise awareness through our charity events and community events*
- *Displaying the Corporate Covenant logo on our website and social media sites*
- *Displaying links to other sites offering support and services to veterans of the Armed Forces*
- *Share news articles from their Social Media sites such as Facebook and Twitter*

Re Housing

- *Awarding extra need category points to those leaving the armed forces on their application for housing with us*
- *Identifying customers who have or are serving in the armed forces and offer them support where possible*

Employment

- *Striving to support colleagues who are spouses and partners of those serving in the armed forces by offering the flexibility of approving leave at short notice to coincide with their partners sudden or unexpected deployment*
- *Seeking to support the employment of Armed Forces veterans and share our vacancies with the various partners seeking to assist them in securing jobs*
- *Striving to support the employment of spouses and partners*
- *Seeking to support our employees who choose to be members of the Reserve forces, including by accommodating their training and deployment where possible;*

Our Policies

- *Our Equality and Diversity Group ensuring our policies and working practices do not disadvantage members of the armed forces*
- *Treating them with Dignity, Respect and Trust*

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.