



Accord 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:
Ministry of Defence

Signed on behalf of:
Accord Housing Association

Witnessed by:

Name: P N BELL

Position:
OC 605 SQN

Date: 14 DEC 17

Name: E. Buggins

Position: Chair

Date: 14.12.2017

Name: ANDY STREET

Position: WM Mayor

Date: 14.12.17



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 Accord Housing Association 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 Accord Housing Association 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:

- *Showing our support for the Armed Forces and Armed Forces Day*
- *Showing our support for Reservists through i) developing a supportive HR policy that provides Reservists with time-off to attend necessary training and deployments; and ii) promoting membership of the Reserve Forces at staff events*
- *Providing an agreed proportion of allocated general needs housing stock to serving personnel/veterans to help meet unmet needs*
- *Marketing our Extra Care (aged 55+) and building-based Domiciliary Care services to former members of the armed-forces*
- *Providing accommodation with support for veterans who, since leaving the armed-forces, have found themselves involved in the criminal justice system*
- *Supporting armed-forces veterans and spouses of serving personnel to access employment opportunities through advertising vacancies on the Career Transition Partnership website and making links with local Forces units (opportunities will include access to careers in housing, care, design and construction, and trades-based employment)*
- *Establishing an 'advice and guidance' pathway (linking personnel about to leave the Armed Forces with resettlement and housing advice)*

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.