



intu Trafford Centre

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:

Signed: 

Name: Alison Niven

Position: Regional Centre Director, intu Trafford Centre

Date: 14th August 2018



Signed: 

Name: Colonel Nick Medway

Position: Commanding Officer 207 Field Hospital (Manchester)

Date: 14th August 2018



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 Intu Trafford Centre 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 Intu Trafford Centre 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 that we are an inclusive organisation which includes armed forces personnel and their families;*
- *seeking to support the employment of veterans young and old and working with the Career Transition Partnership (CTP), to establish a tailored employment pathway for Service Leavers;*
Intu is an inclusive employer that supports equal opportunities for all groups including armed forces and their families when seeking any employment opportunities
- supporting the employment of Service spouses and partners that meet the criteria for the role to apply for any current vacancies through our recruitment website
- *endeavouring to offer where possible a degree of flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment (managed by our holiday process and owned by individual departments to make decisions on a case by case basis)*

- *seeking to support our employees who choose to be members of the Reserve forces, including accommodating their training and deployment where possible;*
- *offering support to our local cadet units, either in our local community or in local schools, where possible;*
- *aiming to support Armed Forces Day by accommodating any Armed Forces Community organisation that wishes to use event spaces for an Armed Forces Day event;*
- *actively consider charitable organisations to work with as part of intu Trafford Centre's commitment to corporate responsibility*
- *To promote good practice and encourage our retailers to support our commitment to the armed forces community*

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.