



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:

Bloom Social Housing CIC

Signed:

Position: Head of Operations

Date: 22.04.21



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 Bloom Social Housing CIC 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 We recognise the value serving personnel, reservists, veterans and military families bring to our business and to our country. We will seek to uphold the principles of the Armed Forces Covenant, by:

- **Promoting the Armed Forces:** promoting the fact that we are an Armed Forces-friendly organisation, to our staff, customers, suppliers, contractors and wider public by publicising our Covenant on our website and displaying the Covenant logo throughout marketing campaigns and networking materials.
- **Veterans:** supporting the employment of veterans, recognising military skills and qualifications in our recruitment and selection process; working with the Career Transition Partnership (CTP) to support the employment of Service leavers by advertising vacancies through the Career Transitions Partnership and the Recovery Career Service. Offering employment within our services as voluntary, paid and mentoring.
- **Service Spouses & Partners:** supporting the employment of Service spouses and partners; partnering with the [Forces Families Jobs Forum](#); and providing flexibility in granting leave for Service spouses and partners before, during and after a partner's deployment.
- **Reserves:** supporting our employees who are members of the Reserve Forces; granting additional 2 weeks paid leave for annual Reserve Forces training; supporting any mobilisations and deployment; actively encouraging members of staff to become Reservists.
- **Cadet Organisations:** supporting our employees who are volunteer leaders in military cadet organisations, granting additional leave to attend annual training camps and courses; actively encouraging members of staff to become volunteer leaders in cadet organisations; supporting local military cadet units; recognising the benefits of employing cadets/ex-cadets within the workforce.
- **National Events:** supporting Armed Forces Day, Reserves Day, the Poppy Appeal Day and Remembrance activities; advertised and supported through our website and media platforms.
- **Armed Forces Charities:** supporting Armed Forces charities with fundraising and supporting staff who volunteer to assist; hosting within our accommodation and services. Offering accommodation where appropriate for personnel conducting charitable events.

- **Commercial Support:** offering a discount to members of the Armed Forces community; offering accommodation in some areas at a reduced rate to encourage veterans back into the workplace.

Any additional commitments the company wishes to make.

- We provide supported accommodation to people to prevent homelessness and offering the opportunity for individuals to change their circumstances. We ensure all our tenancies provide quality accommodation and ensure a productive support programme is arranged and working towards outcomes that improve circumstances.
- We seek regular tenant feedback regarding the quality of our accommodation, and this will be discussed and recorded within our tenancy feedback and board discussions.
- We seek regular feedback regarding the support services we collaborate with. Regular service audits will be provided to the board and audited – any improvements to service will be discussed and evidenced.
- We work with others that uphold the key principles of the Armed Forces Covenant and actively collaborate on projects and events to provide better services and support to the Armed Forces Community.
- We adopt a clear whistleblowing and Corporate Governance Strategy to ensure we uphold our responsibility to the principles of the covenant.

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.

- This will be a key factor within our board discussions and decisions.
- Advertising our key covenant projects and encouraging others to participate.
- We will provide clear evidence of social impact for the provision of our services and commitments to the covenant.