



EMPLOYER RECOGNITION SCHEME.

Silver Awards 2017
East Anglia



**ARMED FORCES
COVENANT**

EMPLOYER
RECOGNITION
SCHEME

SILVER AWARD

**PROUDLY
SUPPORTING
THOSE WHO
SERVE.**



Contents

| | | | |
|--|---|---------------------------|---|
| Foreword by the Secretary of State for Defence | 1 | The Armed Forces Covenant | 3 |
| Employer Recognition Scheme | 2 | Silver Award Winners 2017 | 4 |

Silver Award Winners 2017

| | | | |
|-----------------------------------|----|----------------|----|
| Anglian Demolition & Asbestos Ltd | 5 | Bedfordshire | 11 |
| Carbon60 Ltd | 6 | Cambridgeshire | 12 |
| Colchester Institute | 7 | Essex | 13 |
| Cranfield University | 8 | Hertfordshire | 14 |
| C S Hodges & Son Ltd | 9 | Norfolk | 15 |
| Servest Group Ltd | 10 | Suffolk | 16 |

Previous Silver Award Winners

| | |
|--|----|
| Employer Recognition Scheme Gold Award Winner 2017 | 17 |
| Previous Silver Award Winners in East Anglia | 18 |
| East Anglia's Employer Engagement Team | 19 |

The Secretary of State for Defence



The Rt Hon Sir Michael Fallon MP

Secretary of State for Defence

The Armed Forces Covenant is a promise from the nation that those who serve or have served in the Armed Forces, and their families, are treated fairly. By signing the Armed Forces Covenant organisations make a public pledge of support to the Armed Forces community to show that they are valued by society, and encourage others to do the same.

The Defence Employer Recognition Scheme recognises employers who actively support the Armed Forces community in their workplace and also encourage others to follow their lead. The awards scheme, which attracts nominations for companies in every part of the country and in the private and public sectors, has seen a rapid increase in participation since it launched in 2014.

I am delighted to welcome the 2017 winners of the Silver awards.

By providing work placements for wounded personnel, offering employment to Service leavers, granting flexible leave for Service spouses and partners before and after deployment, and supporting Reservists, you are ensuring that men and women who have done, and continue to do, so much for our nation are treated fairly. You stand out as employers that truly go the extra mile.

On behalf of the nation, I want to thank you. You are raising the bar for future supportive employers and for that, you should be exceptionally proud.

Employer Recognition Scheme

The Employer Recognition Scheme (ERS) was launched in 2014 by the Prime Minister to recognise employer support for the wider principles of the Armed Forces Covenant. The scheme encompasses bronze, silver and gold awards for employers that pledge, demonstrate or advocate support to Defence and the Armed Forces community. This includes the Reserves, Service leavers, Armed Forces veterans, the wounded, injured and sick, Cadets, military spouses or partners and their families.

The Award is given at three levels to organisations that:

BRONZE: Pledge to support the Armed Forces, including existing or prospective employees who are members of the community such as Reservists, Armed Forces Veterans (including the wounded, injured and sick), Cadet Instructors and military spouses or partners.

SILVER: Demonstrate support to tackle Service personnel issues and actively communicate their status as an Armed Forces friendly organisation.

GOLD: Proactively advocate and support Defence, communicating their commitment both to employees and the wider community through established policies and examples of support.



The Armed Forces Covenant

The Armed Forces Covenant is a promise from the nation that those who serve or have served in the Armed Forces, and their families, are treated fairly.

It is a pledge that together we acknowledge and understand that those who serve or who have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy and society they serve with their lives.

The Covenant is enshrined in law. The Government is committed to delivering the best possible outcomes for the Armed Forces Community by working with a range of delivery partners who are signatories of the Covenant, such as public sector bodies, charities and businesses.



Employer Recognition Scheme



Silver Award Winners 2017

Anglian Demolition & Asbestos Ltd

Carbon60 Ltd

Colchester Institute

Cranfield University

C S Hodges & Son Ltd

Servest Group Ltd

Silver Award Winners



Anglian Demolition & Asbestos Ltd Norfolk

Anglian Demolition & Asbestos Ltd offer bespoke, integrated, enabling packages to clients that include asbestos surveys and removals, all forms of demolition, scaffolding & temporary works and earthworks & remediation of contaminated land. Their customers range from the general public to construction companies, local authority and the MOD – recently undertaking works at RAF Marham, RAF Honnington, RAF Sculthorpe and various projects on the Stanta Battle Area.

"In my opinion, Anglian Demolition are a great all round employer who listen to their employees to address issues from the ground up. Recently, members of 36 Engineer Regiment were seconded to us over a five day period and shown the various operations we undertake with a view to giving them a better insight into civilian life. This really is invaluable support for service leavers."

Anglian Demolition has supported the Armed Forces community for the last seven years in both employment and sponsorship of various Battalion sports teams – even going head to head with the RAF in a Tornado Pull (and winning) for the RAF Benevolent Fund. The company actively seeks veterans, reservists and their families and accommodates staff commitments to the forces. Anglian Demolition embraces the value that the Armed Forces community brings to the business, which is reflected in the members currently employed within the organisation.

GARY YABSLEY ICIQB, ANGLIAN DEMOLITION & ASBESTOS LTD
CONTRACTS DIRECTOR, ARMY VETERAN

Carbon60 Ltd Bedfordshire

Carbon60 is a specialist recruitment agency within the aviation, construction, defence, engineering and technology sectors.

Carbon60 takes great pride in its support of the Armed Forces community. It employs veterans, Reserves and spouses, supporting their commitments to all three Services. HR policies in the business accommodate Reservists of all types and they actively encourage ex-Armed Forces to join their team through engagement and career transition channels.

Carbon60 is fully supportive of Armed Forces sport recognising the benefits that it brings to Service Personnel. They currently support Royal Navy football and Royal Air Force skiing.

Carbon60 engaged a wounded veteran on one of their projects for the Royal Navy and supported his transition to a long-term career with Border Force.



“I believe that Carbon60 goes out of its way to support the Armed Forces community. As an Armed Forces Veteran and active RAF Reservist with continued links with RAF Sport, Carbon60 gives me the flexibility and support to fulfill my military commitments around my company commitments. Their support ensures that I have a good work-life balance and I always feel that my well-being as an employee and Reservist is important to them.”

BRUNO WOOD, CARBON60 LTD
HEAD OF GOVERNMENT PROJECTS, RAF VETERAN AND RESERVIST

Colchester Institute Essex



"I was really nervous before starting; I hadn't been around large groups of people for over a year. The Building Heroes Course offered by Colchester Institute has been fantastic; my worries were soon gone. I thought it was just going to be a tutor showing us what to do but it's really hands on, I've enjoyed every minute and feel equipped to start a new career within the building trade."

CRAIG HOWE, COMPLETED THE BUILDING HEROES PROPERTY MAINTENANCE PROGRAMME OCTOBER 2017, ARMY VETERAN

With its largest campus in a garrison town, Colchester Institute recognises the importance of working in partnership with the military and providing current and ex-military personnel with training, careers guidance and support. This is not the first time Colchester Institute has publicly highlighted their commitment to the Armed Forces, with the Armed Forces Covenant signing taking place earlier this year. Principal and Chief Executive, Alison Andreas signed the Covenant alongside Commander of Colchester Garrison, Lieutenant Colonel Ciaran Griffin OBE in June 2017.

The College has successfully begun to fulfill its commitment through the introduction of a Foundation Property Management course, developed in conjunction with partner organisation 'Building Heroes'. The course is specifically designed to provide service leavers with the skills needed to enter employment in the building trades.

Cranfield University Bedfordshire

Cranfield University has a proud tradition of supporting the military services since its formation, as the College of Aeronautics, from RAF Cranfield in 1946. Cranfield Defence & Security, based in Shrivenham, is an academic provider to the Ministry of Defence. Their staff and facilities are at the forefront of their fields, offering a diverse range of capabilities from energetics and forensic sciences to international stabilisation and cyber-security.

Many staff members, based at Cranfield Defence & Security, have joined the organisation from military-related careers and are now, through Cranfield, able to continue their career. Their previous military experience enhances teaching and research activities and enables them to continue their career in an educational establishment.



“I have worked at Cranfield University for over two years and find them to be very supportive of their Defence members of staff – whether ex-servicemen or reservists like myself. My reservist life doesn’t conflict with my work life, so I get quite a good balance and the best of both worlds. Being a reservist, you enjoy all of the training and benefits from the Armed Forces, whilst having a full-time work commitment as well. Cranfield have welcomed the many transferable skills that I have brought from my military background.”

SYED ALLEN, CRANFIELD UNIVERSITY, RESEARCH MONITORING
& CLAIMS ACCOUNTS ASSISTANT, ARMY RESERVIST

Silver Award Winners



HODGES

*Taking Business Personally
for Over a Century*

"This role allowed me to use the skills I acquired whilst serving, such as leadership and working as part of a professional team. At CS Hodges we take great pride in our presentation, and our punctuality, both qualities the Army prepared me for very well. Leaving the Army was a difficult step, however, at CS Hodges, I found myself part of a close knit family who dedicate themselves to serving their customers to the best of their ability. This group of people supported me a lot throughout the transition."

JAMES VILJOEN, C S HODGES LTD
CONTRACTS AND COMPLIANCE MANAGER, ARMY VETERAN

C S Hodges & Son Ltd Hertfordshire

C S Hodges is an established family business that has operated in the field of property maintenance since the 1930s. To this day they remain wholly owned by the Hodges Family.

They take immense pride in their work, aim to maintain the highest standards across the business and combine traditional values with the very latest modern thinking, equipment and processes. Upholding a strict code of conduct they adhere to the Hodges 3 Ps – punctuality, politeness and professionalism.

C S Hodges actively recruit service leavers, contribute to various Forces charities, such as Hounds For Heroes, and proudly display the Armed Forces Covenant and their support for the Forces on their fleet of vehicles. They have also produced a series of memorial videos, in which the whole company takes part, to commemorate those who have fought for their country. CS Hodges continues to hold the Armed Forces in their heart and mind with great pride.

Servest Group Ltd Suffolk

Servest is a global facilities management service provider that operates across a number of sectors. Working with customers, Servest provides a comprehensive facilities solution, from cleaning to catering, security to building services, plus more. Customers rely on the experts at Servest to deliver and manage a service that exceeds their expectations.

Servest has supported the Armed Forces community since it was first established in the UK. The company is forward thinking, hugely supportive of Veterans and their families and has actively encouraged flexible working for military spouses. Servest recognises the value that the Armed Forces community brings to the business and there are already a number of Reserves and Cadet instructors within the organisation.



“I am delighted that Servest has received this award. When I joined the company, I was looking forward to enhancing and formalising the links Servest has already established with the military community and service leavers. I feel this award shows the progress that is being made. My personal experience with Servest has been amazingly rewarding.”

JASON ETHERINGTON, SERVEST
MANAGING DIRECTOR OF SECURITY, ARMY VETERAN



Bedfordshire Silver Award Winners

2016

**Bedfordshire Fire and Rescue Service
Paragon Automotive Ltd**

2015

Dunster House

2014 Re-validations

**Bedford Modern School • Bedfordia Group Ltd • Bedfordshire
Police • Cardinal Newman Catholic School • Conquest Oil
Company Ltd • GRS Production and Logistics Ltd • GulfStream
Aerospace • Luton & Dunstable University Hospital NHS Trust •
Luton Borough Council • Monarch Aircraft Engineering Limited
• University of Bedford**

Employer Recognition Scheme



Cambridgeshire Silver Award Winners

2016

Forces Recruitment Services

2015

ANAtch Resource Ltd

MASS

Ouse Creative Limited

2014 Re-validations

**Anglian Water Services • Cambridgeshire Constabulary •
Cambridge University Hospital NHS Foundation Trust • East of
England Ambulance Service NHS Trust • Heltwate School •
Marshall of Cambridge Ltd • Papworth Hospital NHS Trust**



Essex Silver Award Winners

2016

Mercury Theatre

2015

Sigma Studies Ltd

2014 Re-validations

Braintree District Council • Brentwood Borough Council • Care UK • Castle Point Borough Council • Colchester Hospital University NHS Foundation Trust • Essex Cares Ltd • Essex County Council • Essex Police • First Data International • Micrologic UK Ltd • Milbank Concrete Products Ltd • Raytheon • Re-Cycle • SGC Holdings • Southend University Hospital NHS Foundation Trust • University of Essex • Wilson James Ltd



Hertfordshire Silver Award Winners

2016

Barr-Jones Associates

Chapman Ventilation

Kelvin Hughes

2015

1st Line Defence

Oppo Recruitment

Skanska Construction Ltd

2014 Re-validations

Berkhamsted School • East and North Herts NHS Trust •

Hertfordshire County Council • Hertfordshire Fire and Rescue •

Hertfordshire Police • MBDA (UK) Ltd



Norfolk Silver Award Winners

2016
Norse

2015
Huggable Heroes

2014 Re-validations

Borough Council of Kings Lynn & West Norfolk • Breckland Council • Great Yarmouth College • James Paget University Hospitals NHS Foundation Trust • Lotus Cars Ltd • Mills & Reeve • Norfolk & Norwich University Hospitals NHS Foundation Trust • Norfolk Constabulary • Norwich City Council • Reepham High School and College

Employer Recognition Scheme



Suffolk Silver Award Winners

2016

Adnams

Maritime Transport Ltd

MEL Group

2015

Police Mutual Assurance

Society Limited

2014 Re-validations

Aquablast Ltd • Barnes Construction • Ipswich Hospital NHS Trust • Kesgrave High School • Port of Felixstowe • Rockford Components Ltd • St Edmundsbury Borough Council • Suffolk Fire & Rescue Service • TEX Special Projects Ltd • Turners (Soham) Ltd

Employer Recognition Scheme Gold Award Winner 2017



During October 2017, HRH Prince Henry of Wales, on behalf of the Ministry of Defence, awarded 33 businesses and organisations across the UK with an Armed Forces Covenant Gold Employer Recognition Scheme Award.

Amongst them was the Morson Group (pictured) who operate part of their business from Wattisham Flying Station (a former RAF station) in Suffolk. It is here that the group carry out major servicing of the British Army's Apache helicopters and maintain a pool of aircraft ready to deploy at short notice for the Army.

The Morson Group has shown outstanding support for the Reserve Forces and Service Leavers since 2014 and continues to develop its partnership with Defence. The company fully supports mobilised employees with a dedicated Reserves champion assisting with pre-deployment and return to work. Morson has also helped to establish the REME Aviation Reserves, which has provided a new career pathway for some of Morson's Apache helicopter technicians who are contributing their sought-after skills to a suitable Reserve role.

Pictured (Left to Right) HRH Prince Henry of Wales, Morson Group CEO Ged Mason, On-site Support Representative Dale Ransley, Contracts Manager Jon Moon, Sir Michael Fallon

Previous Silver Award Winners in East Anglia



In 2016, eleven East Anglian companies received Silver Awards and they were:

Adnams, Barr-Jones Associates, Bedfordshire Fire and Rescue Service, Chapman Ventilation, Forces Recruitment Services, Kelvin Hughes, Maritime Transport Ltd, Mercury Theatre, Norse, Paragon Automotive Ltd and MEL Group



In 2015, ten East Anglian companies received Silver Awards and they were:

1st Line Defence, ANAtch Resource Ltd, Dunster House, Huggable Heroes, MASS, Oppo Recruitment, Ouse Creative Limited, Police Mutual Assurance Limited, Sigma Studies Ltd and Skanska Construction Ltd

East Anglia's Employer Engagement Team

Kristina Carrington, your Regional Employer Engagement Director, will be happy to assist you with developing your Armed Forces Covenant and Employer Recognition Scheme Award.

Please contact Kristina on
ea-empsp@rfca.mod.uk

Alternatively you can reach the Employer Engagement Team:

Lauren Phillips, Administrative Officer

Lynsey Smith, Administrative Officer

ea-engagement@rfca.mod.uk

Follow us on Twitter and Facebook [@EastAngliaRFCA](#)



Kristina Carrington
Regional Employer
Engagement Director
East Anglia RFCA

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