



# EMPLOYER RECOGNITION SCHEME.

Silver Awards 2016



EMPLOYER  
RECOGNITION  
SCHEME

SILVER AWARD

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**PROUDLY  
SUPPORTING  
THOSE WHO  
SERVE.**

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### Silver Award Winners 2016

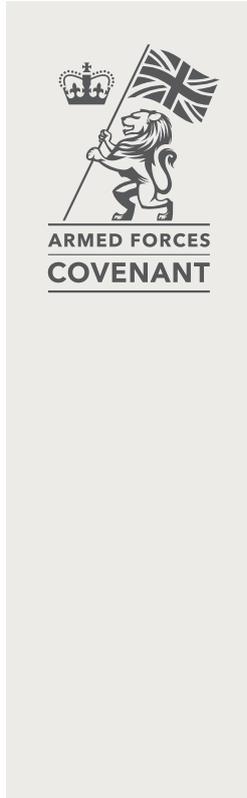
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### Silver Award Winners 2015/2014

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# The Armed Forces Covenant

## The Armed Forces Covenant

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

## The Covenant

To those who proudly protect our nation, who do so with honour, courage and commitment, the Armed Forces Covenant is the nation's commitment to you.

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.

We, the people, recognise this duty to you who so bravely do yours.

# 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.

This programme celebrates and recognises the support given to Defence personnel by employers in East Anglia and we commend them on achieving their Silver Awards.





## Adnams

Adnams recognises the real value that serving personnel, Reservists, veterans and military families can bring to its business.

Adnams' aim is to ensure real diversity amongst its teams so that its business thrives in the diverse communities in which it operates. Its brand is about individuality and quality and it looks for these attributes when recruiting team members.

A positive attitude to flexible recruitment practices and working patterns ensures Adnams can accommodate anyone that has commitments

outside of their regular role. Combine this with a truly values-led and supportive culture and it means that new employees have every opportunity to thrive regardless of their previous employment history.

To be nominated for an ERS Silver Award is something Adnams is really proud of and it will be sharing this with its many suppliers and business partners in the hope of encouraging them to support the many brave men and women who do so much to serve our Country.

# Barr-Jones Associates

The Barr-Jones Associates team is a proud supporter of the Armed Forces, and is delighted to have been nominated for the Ministry of Defence ERS Silver Award.

Offering employment opportunities to ex-Armed Forces personnel, Reservists and spouses is one of its most closely held values. It understands the vital importance of offering these incredible people the chance to transfer their valuable skills into civilian roles.

Barr-Jones Associates also actively support Veterans

charities and have been Trustees and Honorary Treasurer of the WRAC Association, Volunteer mentors at the Poppy Factory and Poppy Sellers for the RBL. Barr-Jones Associates is also delighted to support the Lord Mayors' Big Curry Lunch each year.

The Barr-Jones Associates team is not only honoured to have been recognised for its work in supporting the Armed Forces in any way it can, but also privileged to be able to provide assistance to the talented individuals who have served.



# Bedfordshire Fire and Rescue Service



**Bedfordshire**  
Fire and Rescue Service

Operating from 14 community fire stations around the county, Bedfordshire Fire and Rescue Service ensures local people are safe and well by fighting fires and rescuing people from road traffic collisions, open water and from an increasing range of other emergency risks.

It also provides fire prevention advice to thousands of elderly and vulnerable people and hundreds of businesses, enabling it to protect people in their homes and workplaces.

The Service has always had close ties with the military; many of its serving officers and staff started their careers with one of the branches of the Armed Services.

We are extremely honoured to receive the ERS Silver Award nomination for our work over the years.

# Chapman Ventilation

Chapman Ventilation is proud to receive an Employer Recognition Scheme Silver Award nomination. As a Hertfordshire SME specialising in manufacturing and construction, with national and international reach, the company considers it a real privilege to be able to commit and contribute successfully to its Pledge within the Armed Forces Covenant. Whether through employing Reservists or via its monthly Insight Days and career opportunities for Service Leavers, Chapman Ventilation

offers a real chance to develop and enhance the careers of all of its people and those who are looking towards a fulfilling career in its business community.

chapman  
ventilation



## Forces Recruitment Services

Forces Recruitment Services was set up in 2001 by ex-military bandsman, Graham Brown.

Graham had previously been the Sales Manager of *The Officer* magazine and founded the resettlement magazine, *Quest*.

Forces Recruitment Services has five offices in the UK (Ely, Birmingham, Plymouth, London and Bristol) and has placed over 2,500 ex-servicemen and women into work and assisted thousands more with CVs and interview preparation.

The business covers all ranks and trades – from engineering through to management consultancy.

The ERS Silver Award is so widely recognised by candidates and employers now that it highlights Forces Recruitment Services' commitment to strive to get the job-fit right first time and help ex-military personnel to build a successful and fulfilling second career as a civilian.

This is a very proud moment in Forces Recruitment Services' 15 year history.

# Kelvin Hughes

Kelvin Hughes has a long heritage dating back to the 1800's, supplying The Admiralty with instruments and almost certainly provided direct support through the provision of employment.

In the past 100 years, Kelvin Hughes has continued that proud history through the employment, development and support of service personnel and their families from all branches of the Armed Forces when supplying instruments through both World Wars.

Today, it is even more reliant on the first-hand Armed Forces

knowledge and experience that is intrinsic to its success, as it starts a new era of supplying radar systems to ground forces, for battlefield and base protection applications.

Kelvin Hughes is honoured to be able to offer careers and support to ex-service personnel and their families and this award helps them communicate this with great pride.



## Maritime Transport Ltd



Maritime Transport Ltd is extremely proud to have been nominated for the ERS Silver Award by Defences Employer Recognition Scheme.

Earlier this year the company signed the Armed Forces Covenant, further showing its support for the Armed Forces and recognising the significant roles ex-service personnel can play within its ever expanding business, Maritime has grown its intake of service leavers 300% year on year.

With 27 depots throughout the UK, spanning from Liverpool to

London Gateway and Teesport to Southampton, Maritime prides itself on the strength of its network and its ability to support service leavers from a number of key locations within the UK.

Whilst offering employment to ex-service personnel, Maritime also provide industry leading training programmes. Maritime is proud to be committed to ensuring service leavers have long and happy careers within transport and its nomination for the award is testament to the commitment it has made to the Armed Forces community.

# Mercury Theatre

As a theatre built by the people, for the people of Colchester and North Essex the Armed Forces community is very important to the Mercury Theatre.

The theatre is delighted that its relationship with the local Garrison, and supplier organisations, is growing each year.

Whether it is giving forces families somewhere to enjoy time together over panto (and an ice cream!), or promoting the employment of families and veterans, it is a proud signatory of the Armed Forces Covenant.

Mercury Theatre is delighted to be nominated for an ERS Silver Award, recognising its ongoing efforts to ensure that anyone working for, or supporting someone working for the Armed Forces is welcome on the staff, and in the audience.



## Norse



Norse Commercial Services provides a comprehensive range of Facilities Management and Contract services, with 15 local authority partnerships in the UK. Norse Commercial Services employs 6,850 people in the UK, across a range of full-time, part-time and other employment arrangements.

Norse actively promotes it's an Armed Forces-friendly employer. It engages with service leavers looking for new employment opportunities; facilitates the time commitment of employees who are, or

wish to become, Reservists; supports employees who are spouses or partners of serving personnel with leave flexibility at times of deployment; and look at alternative employment possibilities for those same employees in instances of serving personnel relocation.

Norse recognises the benefits of employing Reservists, and how transferable their skills and qualifications can be. It is delighted to be recognised for its commitment to defence and is proud to receive this ERS Silver Award nomination.

# Paragon

Neil Priestman, QSHE & Training Manager at Paragon Automotive, said:

“Ex-servicemen and women make an invaluable contribution to our business. Paragon is committed to supporting those who have served our Country with a broad range of jobs, and we already see a huge benefit from the skills and positive attitude they bring.”

“As the UK and Europe’s largest used vehicle marketplace, we offer a wide range of jobs from automotive repair to logistics and management.

Our nomination for the ERS Silver Award will help others to understand the steps we have taken as a business to support those who have served in the Armed Forces and the value they add.”



## The MEL Group



MEL Group signed the Armed Forces Covenant in May 2015 confirming the support of veterans, service spouses, Cadets and members of the Reserve Forces.

Employing service leavers shows it understands the benefit of military skills and training. MEL also use the Career Transition Partnership to advertise current vacancies. Their website shows a number of personnel whose biographies list their military careers.

The company actively promotes its positive stance to Defence

personnel through internal policies and publicly declares its support on their website, showing the Armed Forces Covenant and Ministry of Defence logo, stating it is proud to work alongside the military.

MEL Group offers support to the charity, Help for Heroes and has taken part in the Serbia Bike Ride to raise funds.

The company has confirmed continued sponsorship, donating £10,000, of the Grace Spitfire ML407 in support of Britain's only current and most dedicated female Spitfire pilot.

## Bedfordshire Silver Award Winners 2015

Dunster House

## Bedfordshire Silver Award Winners 2014

Barnfield West Academy

Bedford Modern School

Bedfordia

Bedfordshire Police

Cardinal Newman Catholic School

Conquest Oil Company Ltd

GRS Production and Logistics Ltd

GulfStream Aerospace

Lockcraft Electrical Ltd

Luton & Dunstable University Hospital NHS Trust

Luton Borough Council





## Cambridgeshire Silver Award Winners 2015

**ANAtch Resource Ltd**

**MASS**

**Ouse Creative Limited**

## Cambridgeshire Silver Award Winners 2014

**Ameycespa Ltd**

**Anglian Water Services**

**Cambridge University Hospital**

**NHS Foundation Trust**

**Cambridgeshire Constabulary**

**East of England Ambulance NHS Trust**

**Heltwate School**

**Marshall of Cambridge Ltd**

**Papworth Hospital NHS Trust**

**University of Cambridge**

**Vix Acis Ltd**

**Luton & Dunstable University**

**Hospital NHS Trust**

**Luton Borough Council**

## Essex Silver Award Winners 2015

**Sigma Studies Ltd**

## Essex Silver Award Winners 2014

**Braintree District Council**

**Brentwood Borough Council**

**Canon (UK) Ltd**

**Castle Point Borough Council**

**Colchester Hospital**

**University NHS Foundation Trust**

**Essex Cares Ltd**

**Essex County Council**

**Essex Police**

**First Data International**

**Green Earth Management  
Company Ltd**

**Micrologic UK Ltd**

**Milbank Concrete Products Ltd**

**Montecare Solutions Ltd**

**Raytheon**

**Re-Cycle**

**Rowhedge Surgery**

**SGFM & Global**

**Southend University Hospital  
NHS Trust**

**University of Essex**

**Wilson James Ltd**





## Hertfordshire Silver Award Winners 2015

1st Line Defence

Oppo Recruitment

Skanska Construction Ltd

## Hertfordshire Silver Award Winners 2014

Affinity Water

Berkhamsted School

BOC Gases

Caressa Kahn

East and North Herts NHS Trust

Hertfordshire County Council

Hertfordshire Fire and Rescue

Hertfordshire Police

Kier Group

MBDA (UK) Ltd

Premier Foods

Shout Promotional Merchandise

Sir Robert McAlpine Ltd

T A Lingard Motors

Vinci PLC

## Norfolk Silver Award Winners 2015

Huggable Heroes

## Norfolk Silver Award Winners 2014

Aviva PLC

Borough Council of Kings Lynn  
and West Norfolk

Breckland Council

Edwards & Blake Ltd

Great Yarmouth College

Holden Honda

James Paget University Hospitals  
NHS Foundation Trust

Lion Engineering Services Ltd

Lotus Cars Ltd

Mills & Reeve

M&A Partners (North Norfolk) Ltd

Norfolk & Norwich University  
Hospitals NHS Foundation Trust

Norfolk Constabulary

Norfolk Fire and Rescue Service

Norwich City Council

P4 Ltd

Reepham High School and College

The College of West Anglia

University of East Anglia





## Suffolk Silver Award Winners 2015

**Police Mutual Assurance  
Society Limited**

## Suffolk Silver Award Winners 2014

**Aquablast Ltd**

**Asset Reuse Ltd**

**AXA Insurance**

**Barnes Construction**

**Care UK**

**DAP UK Ltd**

**Elizabeth Finn Homes Ltd**

**Forest Heath District Council**

**Ipswich Hospital NHS Trust**

**Kesgrave High School**

**Morson Technical Services**

**N2S Global Ltd**

**Rockford Components Ltd**

**Seetec**

**Suffolk Fire & Rescue Service**

**TEX Special Projects Ltd**

**The Port of Felixstowe**

**Turners (Soham) Ltd**

# How to get involved



## Kristina Carrington

Regional Employer Engagement Director

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](mailto:ea-empsp@rfca.mod.uk)



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