



EMPLOYER RECOGNITION SCHEME.

Silver Awards 2015



EMPLOYER
RECOGNITION
SCHEME

SILVER AWARD

**PROUDLY
SUPPORTING
THOSE WHO
SERVE.**



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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.

1st Line Defence



1st Line Defence recognises the value that the Armed Forces community can bring. The company nurtures the wealth of skill and experience that veterans and reservists possess and actively encourages the development of specialist and leadership skills that are integral to providing a professional and highly competent service against the Unexploded Ordnance threat. Through our HR policies, we have a flexible approach to facilitating leave for reserve force training, and not only do we display a high

level of understanding towards this, we are also immensely proud.

We would be honoured to receive the Silver Award as a celebration, and to recognise, the exemplary skills that members of the Armed Forces community bring to our business.

ANAtch Resource

ANAtch Resource are a group of ex-Forces individuals who have worked in Industry for many years since leaving the Forces and have set up a group that finds good quality technical roles for those leaving the services. They do this by bridging the gap between the military mentality and understandings of 'civvy street' and industry's perception of military personnel.

ANAtch have had to spend a lot of time and effort in educating industry to the benefits of using ex-Forces

personnel as the perception differs vastly from reality. Industries that claim to be starved of technical resource seem not to even consider using ex-Forces and it's this mentality that ANAtch have worked tirelessly to overturn.

It is for this work that we are thrilled to win this ERS Silver Award from the Ministry of Defence and aim to continue to improve the prospects for those leaving the Armed Forces.



Dunster House Ltd



Our Company Mission statement is that we shall have 1000 employees in Dunster House Ltd UK and in my related businesses in Europe by the year 2020. Currently we employ 335 and seeking another 40 for the UK by April. Overseas I employ nearly 300. We believe in recruiting ex-Forces personnel and reserves. Five of our six Branch Managers are ex Non-Commissioned Officers and we have at least five others in our branches.

As ex-Forces myself, I understand that the transferable skills that have been embodied

into military personnel are a valuable asset to any Company.

This award is a measure of the thanks that we get for our continued philosophy of recruiting from this source and we shall always focus upon providing opportunities for those who have put their lives on the Line.

We are committed to actioning the Armed Forces Covenant as the country owes a lot to personnel coming into civvy Street and who frequently need a guiding hand.

Huggable Heroes®

Huggable Heroes® are extremely proud to support defence personnel especially service spouses providing flexibility in our HR policies for periods of deployment and leave periods.

The company works with military families to help reduce separation anxiety in service families children and to reinforce the bonds between parent and child.

I feel honoured Huggable Heroes® have been awarded The Ministry of Defence Employer Recognition Scheme Silver Award. We are excited to

continue to support the Armed Forces Family, especially the Children who are often the forgotten Heroes, lending their parents for weeks and months at a time to protect our country.

Thank you so very much for recognising our work.



MASS



One third of MASS's 275 staff is from an ex-military background or are Reservists. This mix is good for our business and for our customers.

Providing an excellent second career for ex-military staff and for current Reservists enables us to benefit from the valuable transferable skills that they bring which, in turn, helps us to support our customers more effectively. Working mainly in the defence and national security market, the operational knowledge of Reservists and ex-military helps us understand

the real issues that our customers face.

It is because of the importance that ex-military personnel and Reservists play in MASS, that we were one of the first signatories to the Armed Forces Corporate Covenant. The Silver Award recognises the investment we make and the support for our staff, and will encourage our people to continue and do more.

OppO Recruitment

OppO Recruitment (Part of The OppO Family) helps those who have served within the British Military to find employment once they return back into the 'civilian world.' Our Director Kayam Iqbal who served within the Royal Air Force for over 11 years is dedicated and passionate about supporting our Military.

We provide ex-military candidates to our clients (FTSE100) nationally and internationally in various sectors including IT, Engineering, Logistics and Security. The skills, experience and ethos of

the military are highly valued in the corporate sector.

Having personally faced the challenges of transition back to civilian life we work extremely hard to help our military colleagues through what can be a traumatic process. In addition, we support our corporate clients to more fully understand the military psyche and get maximum benefit from employing ex-military personnel.

The Silver Award is a prestigious award which we are proud and honoured to receive.





Ouse Creative Ltd

Ouse Creative Ltd are fully supportive of the Armed Forces community and continue to promote active engagement between businesses and defence personnel.

Businesses can benefit from the military training and personal development service personnel bring into the workplace with a 'can-do' attitude, ability to assess, plan, contribute and deliver on business objectives.

Defence personnel play an important role in serving and contributing to our society, their commitment, self-sacrifice and resulting expertise should be

acknowledged by employers with support, encouragement and flexible working arrangements to facilitate the combined goals of business alongside the nation's defence objectives.

We are very pleased to be awarded the Ministry of Defence ERS Silver Award in recognition of our continued support and are pleased to accept this award and hope that it may spur on others to support and realise the distinct benefits to business, our nation and society, achieved through the vital work of our service personnel.

Police Mutual Assurance Society Ltd

We are delighted to have been presented with the Ministry of Defence Employer Recognition Scheme Silver Award.

Our team is a blend of people, many with links to the military family including partners of serving personnel, Reserves and veterans who are working to support our Group Vision of "A better tomorrow for those who protect us today, by making their lives easier, happier and longer".

The Silver Award is a fantastic recognition of the commitment

of the team and we look forward to supporting the military family for years to come.

For more information on how we support the military family please see

www.forcesfinancial.com



Sigma Studies Ltd



Sigma Studies has provided support to the Armed services since 1998. But tonight has been a great honour for Sigma to receive the ERS Silver Award in recognition and acknowledgement of the support we have provided and will continue to provide for our Armed Services personnel.

Winning this award, brings it home to us that the support we give does get recognised and that we are actually helping our Armed Forces personnel re-establish themselves back into civilian life.

It has encouraged us to continue to support the Armed Services core values and to integrate these values into our own work practice.

We are thankful we are in a position to offer something back to these brave soldiers, and their families who are out there giving their life for Queen and Country.

It is a great honour to be here tonight.

Skanska Construction Ltd

If the construction industry is to progress and develop it needs to be much more diverse and inclusive. It doesn't accurately represent the society we work and live in and we're facing a skills shortage that will only get worse.

It means new ways of thinking are required about the way we secure the people needed to deliver the pipeline of future opportunities – along with wider thinking about the type of person who might succeed in our industry.

Recruiting from the military works for us because we can find people with skill sets and values that match our own. It's a real win-win and we're delighted to have recruited so many great people into our business.

Receiving an ERS silver award is wonderful recognition of our work to date. It's great to see the work being done by other organisations too which is a real inspiration and shows what can be achieved when we work collectively to make difference.





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 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



Essex Silver Award Winners 2014

Braintree District Council	Micrologic UK Ltd
Brentwood Borough Council	Milbank Concrete Products Ltd
Canon (UK) Ltd	Montecare Solutions Ltd
Castle Point Borough Council	Raytheon
Colchester Hospital University NHS Foundation Trust	Re-Cycle
Essex Cares Ltd	Rowhedge Surgery
Essex County Council	SGFM & Global
Essex Police	Southend University Hospital NHS Trust
First Data International	University of Essex
Green Earth Management Company Ltd	Wilson James Ltd



Hertfordshire Silver Award Winners 2014

Affinity Water	Shout Promotional Merchandise
Berkhamsted School	Sir Robert McAlpine Ltd
BOC Gases	T A Lingard Motors
Caressa Kahn	Vinci PLC
East and North Herts NHS Trust	
Hertfordshire County Council	
Hertfordshire Fire and Rescue	
Hertfordshire Police	
Kier Group	
MBDA (UK) Ltd	
Premier Foods	



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 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

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