



EMPLOYER RECOGNITION SCHEME.

Silver Awards 2020

East Anglia



EMPLOYER
RECOGNITION
SCHEME

SILVER AWARD



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Johnny Mercer

Minister for Defence People and Veterans

Minister for Defence People and Veterans

“The breadth and diversity of the winners this year shows how business support for the Armed Forces continues to grow no matter the sector, company size or location. I am grateful for the positive attitude and flexible policies these organisations have adopted towards the defence community, which is testament to the fantastic contribution our serving personnel, veterans and their families can make to any organisation.

I am delighted that so many companies are supporting our people and that, through this scheme, we can give them the public recognition they deserve.”

Silver Award Winners 2020

1st Line Defence

Aprite (GB) Ltd trading as Westway Nissan

Avonline Networks

Broadland Council

Basildon Council

CNet Training

Cranborne Primary School

CYSIAM Limited

Dunster House Ltd

Essex Partnership University NHS Foundation Trust

Fortem Solutions Limited

Hopkins Homes Group

Huggable Heroes

Magdalene

Management Security Solutions Limited

MASS

McGinley Support Services (Infrastructure) Ltd

Mildenhall College Academy

Morrison Telecom Services

North West Anglia NHS Foundation Trust

Reactive Integrated Services

Road Haulage Services

RT Infrastructure Solutions Limited

Skills4Stem

Sopra Steria UK

South Norfolk Council

TES2000 Limited

VolkerWessels UK Ltd

Willmott Dixon

Your Telemarketing Ltd



**ARMED FORCES
COVENANT**

**EMPLOYER
RECOGNITION
SCHEME**

SILVER AWARD

1st Line Defence - Revalidation Hertfordshire



“Many of our staff have joined us directly following their transition from the Armed Forces, bringing valuable skills and knowledge gained during their years of service. The Silver Award reflects our continuing support of these communities and our commitment to providing the best possible conditions for new Service Leavers looking to build a new career in Unexploded Ordnance (UXO). We are proud of this significant achievement and will continue working hard and striving towards achieving even better things in 2021.”

Brett Kinsman, Managing Director

1st Line Defence is a private Company delivering solutions that assess and manage risk from unexploded ordnance.

- **Employs Reservists**
- **Has supportive HR policy**
- **Offers 5 days paid leave**
- **CTP partnership**
- **Supports mobilisation**

“1st Line Defence supports myself, and many other employees in their Reserve Service career by allowing flexible working, and understanding the benefits that can come from operationally trained personnel, with knowledge of current Search and EOD equipment, which will one day find its way into the civilian UXO world. They try to keep you on local jobs if you are attending training or must meet military transport etc. Currently I am a UXO supervisor for 1st Line Defence, and Advanced Searcher/0805 EOD for the reserves.”

Andrew Miller, UXO Specialists

Aprite (GB) Ltd trading as West Way Nissan Hertfordshire

“West Way Nissan are very proud and honoured to receive the Ministry of Defence Employer Recognition Silver Award in recognition of our commitment to Armed Forces personnel, Veterans and their families. We recognise the attitudes, behaviours and values Armed Forces people bring to the business, and actively encourage forces personnel to join West Way Nissan.

We look forward to furthering our Armed Forces Covenant commitment in pursuit of Gold Award recognition”

Jon Roberts, Managing Director

“I joined West Way Nissan having served 4 years as a Mechanic with the Corps of Royal Electrical and Mechanical Engineers and I have been able to use my training, skills and experience gained in the forces in my role at West Way. I have found West Way to be an extremely forces friendly employer and am pleased to be part of a Company which puts such high value on supporting forces personnel and Veterans.”

Damon Humphreys, Vehicle Technician



West Way is the largest Nissan dealer group in the UK.

- **Employs Reservists, Veterans & CFAV**
- **Has a supportive HR Policy**
- **Offers 10 days paid leave**
- **Supports mobilisation**
- **CTP partnership**



Avonline Networks Cambridgeshire

“I’m extremely happy that Avonline have received further recognition under the Ministry of Defence Employer Recognition Scheme for the continued commitment that has been made to date in supporting the Armed Forces Community. Receiving this Silver Award is another important step forward on our journey to ensure we can attract, engage and retain talent from the widest possible talent pool and develop career pathways within our leading telecoms business.”

Richard Hale, Managing Director

“There’s a common misconception that there are limited civilian opportunities for Ex-forces, but this couldn’t be further from the truth. Following successful interview, I joined Avonline as a Gigaclear Installation Engineer and felt instantly part of the team. The welcome, training and development received was fundamental to making transition easier. Being a strong team is at the core of the Forces and it’s the same here. The business offers great career opportunities and following promotion I now hold a key Supervisor role in the Gigaclear Build Team and can happily say I’ve not looked back!”

Nick Addey, Delivery Supervisor

Avonline Networks are the turnkey specialists in building the high-quality communications networks that connect millions of properties across the UK.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP Partnership**

Basildon Borough Council Essex

“We take great pride in the efforts of and the sacrifices made by members of the UK Armed Forces. As an organisation, we are always looking to understand what we can do to support members of the forces, past and present, both in terms of our service delivery and in terms of our workforce practices. Therefore, I am delighted that we have received the Ministry of Defence Employer Recognition Silver Award, in acknowledgement of the progress we have made since receiving the Bronze Award. We are now looking to see what else we can do to support our Armed Forces Veterans and personnel.”

Scott Logan, Chief Executive

“Basildon Council provided support for me when I joined the organisation by recognising the skills shortage that I had and provided the relevant training to fill this gap. Since that time there are regular monthly 1-2-1 meetings with my manager where we discuss my performance and ongoing targets and once a year I have a performance review. The review is personal and gives me the opportunity to highlight the areas of development that I need.”

Hugh Reynolds, Head of Environmental Services



Basildon Borough Council is the local authority for the borough of Basildon in Essex.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports mobilisation**
- **CTP partnership**



Broadland District Council Norfolk

“We are thrilled to have been awarded Silver. It’s fantastic to achieve recognition for the way we are supporting the Defence and Armed Forces Communities, both in our own organisation and in our communities. As an employer, we really value the skills and qualities that Veterans, Reservists and Ex-military personnel bring to our organisation.”

Trevor Holden, Managing Director

“The organisation has really helped me settle in after leaving the RAF and the support that it gives to ex-service personnel is brilliant. The transition from the military way of working to a civilian way has gone smoothly, but I know that if I needed extra support, it would be readily available.”

Steve Williams, Waste & Senior Operations Manager

Broadland is a local Government district in Norfolk.

- **Employs Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Has an Armed Forces Network**
- **CTP partnership**

CNet Training Suffolk

“CNet has always supported those who have served and who are currently serving, and all those connected with the Armed Forces. We strongly believe the experience gained in the Armed Forces provides key transferable knowledge, skills and disciplines to work across the network infrastructure and data centre sectors. CNet employs many ex-Forces personnel as well as a number of Reservists. CNet is proud to have been awarded a Silver Award in the Ministry of Defence Employer Recognition Scheme (ERS) and we plan to work hard to work towards Gold in 2021.”

Andrew Stevens, CEO

“CNet Training is excellent; the whole team are really supportive of me being a Reservist. It’s great to work for a company that really supports the Armed Forces. CNet has put HR policies in place to support Reservists which allows me to have additional annual leave to accommodate training and upcoming annual camp obligations.”

Alexandra Hall, Customer Experience Coordinator



CNet Training , formally Cablenet Training Services Limited, has been designing and delivering professional network infrastructure training programs since 1996.

- **Employs Reservists**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP partnership**
- **Supports Military charities**



Cranborne Primary School Hertfordshire

“We are absolutely delighted to receive the Silver Award. We have had a real push to encourage Defence people into our establishment. We recognise the value they bring in terms of professionalism, commitment and leadership. Education is not so different to the Armed Forces, both requiring a dedication and passion towards the cause.”

Mrs Claire Keilty BEd Hons NPQH, Headteacher

“I have been employed at Cranborne School since 2015 and have been a Reservist the whole time. My role in the Army Reserves is actively celebrated within the School and I have been able to speak to both staff (through staff meetings) and children (by hosting assemblies, sometimes in uniform) about my role and experiences.

In my previous Reserve role as an Officer Commanding (at 240 Squadron in Barnet), I had to be in uniform and ready to work at 1800hrs each Tuesday evening. To facilitate this, my School often allowed me to leave meetings early and were additionally supportive on those Friday evenings ahead of a weekend deployment. Finally, and as Claire has mentioned above, I was allowed to take 10 days off school to attend a military course required for promotion. The school governors, Senior Leadership Team, staff, parents, and children have always made me feel valued and supported as a member of the military community and I fully support this application for Silver Award.”

Andrew Balchin, Teacher

Cranborne Primary School are based in Potters Bar, Hertfordshire and provide education for children aged 4-11 years.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP partnership**
- **Supports Armed Forces Week**

CYSIAM Limited Bedfordshire

“CYSIAM is proud to support Veterans, Service Leavers and their families. We are a team built on the behaviours displayed every day by the UK’s Armed Forces around the world. We strongly believe that the consultative skills learned in the military provide great value to the private sector, and we encourage our ex-military people to make best use of them. The Silver Award means a great deal to us and we will continue to ensure we deserve it.”

Steve Lancaster, Chief Executive

“CYSIAM supports my Reservist commitments ensuring I have time to attend training weekends or exercises. This has been tested twice now. The first on an overseas engagement where CYSIAM made certain that I could fly back in time for an exercise. The second during the recent Covid19 outbreak where my unit was told to prepare for mobilisation if specific skills were required. CYSIAM saw the wider benefits of the short term during such a critical business period and only asked if I needed any help to prepare or support this commitment.”

Tom Moorby, Senior Technical Consultant



CYSIAM Limited are business leaders, security consultants, data analysts, technology experts, ethical hackers and compliance specialists.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports Military charities**
- **Supports Armed Forces Week**



Dunster House Ltd - Revalidation Bedfordshire

“It means a great deal to the company to support Veterans and Reservists as we can draw upon their knowledge, experience and leadership skills and transfer these into civilian environment for the mutual benefit of the individual and the company.”

Chris Murphy, Director

“Seven years employed and the transition from military to civilian environment was made very easy by Dunster House Ltd. I realised that Dunster House is very supportive of Reservists and Ex-military personnel placing them with experienced civilian people, within the company, assisting with the transferring military skills into the civilian environment and incorporating some military trained skills into the civilian environment.”

Keith Roberts MBE, Branch Manager

Dunster House are a leading UK supplier of quality wooden garden buildings and offices, including log cabins, garden sheds and climbing frames.

- Employs Veterans
- Has a supportive HR policy
- Offers 5 days paid leave
- Supports Military charities
- Supports Armed Forces Week

Essex Partnership University NHS Foundation Trust Essex

“Not only does this Award recognise the support Essex Partnership University NHS Foundation Trust can offer prospective employees from the Armed Forces community, but also the commitment we have made to our existing employees who may be Reserve members of the Forces.”

Sally Morris, Chief Executive

“Serious trauma can have a devastating effect on the lives of service men and women. I am proud of the support the Trust gives those who find themselves discharged during service or who experience mental health problems later in life. They have, after all, given everything for us.”

David Powell, Regional Lead for Veterans Transition, Liaison and Intervention Service



EPUT provide Community Health, Mental Health and Learning Disability Services throughout Bedfordshire, Essex and Suffolk.

- Employs Veterans & CFAV
- Has a supportive HR policy
- Offers 10 days paid leave
- Supports mobilisation
- Supports Military charities



Fortem Solutions Limited Hertfordshire

“We are honoured to be recognised for our ongoing support with the Armed Forces Community by receiving a Silver Award from the Ministry of Defence Employer Recognition Scheme. We recognise the sacrifices members of our Armed Forces Communities make and endeavour to support them with the transition into the construction industry.

Although we are extremely proud of our Silver Award, we are committed to striving to do even more and will continue to support the Armed Forces Community and their families with employment and training opportunities.”

Mick Williamson, Managing Director

“The Construction industry is a natural next step for service leavers as it enables them to transition the skills obtained in military service into the civilian world and to work around those with similar values.”

Matt Wheeldon, Assistant Site Manager

Fortem delivers planned, preventive and responsive care services to property.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports Military charities**
- **Supports Armed Forces Week**

Hopkins Homes Group Suffolk

“As a multi award winning property developer, we always want to attract the best talent, people who strive for excellence, who can provide strong leadership and bring out the best in others. We recognise those are the same qualities and skills often inherent in services personnel and who are now transitioning into other careers. We are therefore immensely proud to receive the Silver Award and fully support the Ministry of Defence Careers in Transition scheme”

Lee Barnard, Group Managing Director

“I completed a gas engineers course as part of my transition from the military but wanted something more. When I heard about the Hopkins Homes course, I jumped at it. I am very grateful for the opportunity. Hopkins presented me with a fair route into a management position which I found was not always reflected by other companies. I had real trouble in engagement with other companies, the Hopkins experience was so different, and they really understood me. What Hopkins Homes is doing is incredible, hopefully other employers will follow their lead”

Melvin Gilmour, Trainee Assistant Manager Program Recruit



Hopkins Homes have grown to become the largest independent property developer in East Anglia providing homes throughout Suffolk, Norfolk, Cambridgeshire and Essex.

- **Employs Veterans & Spouses**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP partnership**
- **Supports Military charities**



Huggable Heroes - Revalidation Norfolk

“Huggable Heroes® are extremely proud to support Defence personnel. Being a military wife myself I understand how hard and daunting the civilian working world can be, especially when making the decision to leave the Armed Forces or for the wives and partners moving away from family and support networks to be with their husband/wife. Having no childcare is hard enough without deployments.

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. We hope to reach as many military families as possible, helping to reduce separation anxiety and reinforcing bonds between parent and child. Thank you so very much for recognising our work”

Jo Lomax, Founder

Huggable Heroes make the perfect sized Huggable Hero using a photo of a loved one.

- **Employs Military Spouse**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports Mobilisation**
- **Supports Armed Forces Week**

Magdalene Cambridgeshire

“I am delighted that Magdalene have been recognised with the Silver Award as part of the Ministry of Defence Employer Recognition Scheme. This success marks Magdalene’s on-going commitment to support the Armed Forces Community and I value the fantastic contribution they make. I look forward to strengthening links with this community and further developing career pathways to attract, engage and retain great talent.”

Mark Turner, Managing Director

“I’m very lucky to work for a leading telecoms business that enables me to continue my role as a Reservist with the RAuxAF Regiment alongside my position as Head of HR. The support provided means that it is easier to balance my working commitments with my Reservist role and activities in my personal life. I am excited to see how Magdalene can strengthen their commitments in the future to attract, engage and retain future talent from the Armed Forces Community.”

Chris Priest, Head of HR



Magdalene operates throughout the UK and Ireland offering specialist services to clients operating in the public and private, fixed and mobile segments of the telecommunications.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP Partnership**
- **Supports Armed Forces Week**



Management Security Solutions Limited Norfolk

“It is a great honour and privilege to receive this award and to be recognised for our efforts within the Military, Veteran and Reserves community.”

Steve Keenan, Director of Operations

“Massive well done to the team in achieving this. Since leaving the military it’s fantastic coming into a company that instills the same attributes as the service.”

Adam Innocent, Operations Manager

Management Security Solutions Limited is one of the leading Security Companies within the Hotel industry.

- **Employs Veterans & WIS**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports Military charities**
- **Supports Armed Forces Week**

MASS - Revalidation Cambridgeshire

“We are honoured to have been granted the Ministry of Defence Silver Employer Recognition Scheme Award. Throughout the year we are committed to supporting our employees who still serve in the Armed Forces and those transitioning into civilian life. We employ several ex-military personnel within our teams and this award is an amazing recognition of our continued support.”

Chris Stanley, Managing Director

“As a Veteran, joining MASS has enabled me to continue my commitment to the Armed Forces whilst allowing me to excel in my civilian career. MASS has supported my charity work running the London Marathon and as a Royal British Legion Secretary they have provided me with additional leave and shared my story across the company and on social media. I am honoured to be part of a company that signed up to the Armed Forces Covenant.”

Richard Selina, Security and Compliance Manager and DSO



MASS are a Technology Company with over 35 years heritage. Serving Defence, Government, Business and Education.

- **Employs Military Spouses**
- **Has a supportive HR policy**
- **Supports mobilisation**
- **Offers 5 days paid leave**
- **Supports Armed Forces Week**



McGinley Support Services (Infrastructure) Ltd Hertfordshire

“It’s fantastic to hear that we have been recognised for our commitment to supporting the Armed Forces over the last seven years. By achieving this Silver Award we pledge to maintain and further develop our commitment in providing our Armed Forces and their community with the support they deserve.”

Dermot McGinley, Managing Director

“I served in the Royal Engineers from 2003 to 2007. I thoroughly enjoyed my time in the regiment but decided to leave to pursue a different career path. Upon leaving I struggled with integrating into civilian life, trying different sectors and businesses. Until discovering my interest in infrastructure and applying for a position of general operative at McGinley, beginning my career on the East London line.

McGinley and my project labour manager supported me through this time in adjusting to real civilian life with accommodation, London Transport (as it was the first time using the tube) and training, they were always there if I needed advice.

After 6 months on the project, I was promoted, paving the way to my future career. I am now an account manager for McGinley on one of the biggest construction projects in London and pleased to be supporting our military redeployment programme.”

John Gibson, Account Manager, Tideway

McGinley Support Services are one of the UK’s largest specialist Recruitment businesses providing the Infrastructure sector.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports Military charities**
- **Supports Armed Forces Week**



Mildenhall College A C A D E M Y

Mildenhall College Academy Suffolk

“We are delighted to have achieved the Silver Certificate in recognition of our support for our Armed Forces. Over the years we have shown our support in a range of ways from direct support of Reserves with time off, accommodating a cadet unit and supporting families whilst their loved ones are away from home. In preparing our application for this award we have identified even more ways to support the Armed Forces and especially within our community and renewed our desire to do all we can to recognise, support and celebrate them.”

Nicola Hood, Vice Principal

“Since joining MCA I have been encouraged by the support of the leadership team during my integration into a new professional career. My expertise and skill set from my time in the military has been recognised and utilised and enabled me to teach and deliver uniformed public services in the sixth form and provide enrichment opportunities centred around the military environment to a number of students in particular those who have shown an interest in the careers in the armed services.”

Andy Smith Faculty Leader, Social Sciences and Armed Forces Champion

Mildenhall College Academy is a Co-educational Secondary School and Sixth Form with Academy status located in Mildenhall, Suffolk.

- **Employs Reservists**
- **Has a supportive HR policy**
- **Offers 10 days paid leave**
- **Supports Military charities**
- **CTP partnership**



Morrison Telecom Services Cambridgeshire

“As a leading Telecoms business, Morrison Telecom Services are very proud to have been awarded Silver in the Ministry of Defence Employer Recognition Scheme. This further success is acknowledgement that the business is actively demonstrating support for the Armed Forces Community and I am very positive about providing future career pathways for this valuable community of people enabling us to have access to a wide pool of talent and support the future plans for the business.”

Patrick Carolan, Managing Director

“When I left the Royal Navy, it was important to me to work for a technically focused company that matched my skill sets and encompassed the values and ethos that is mirrored in the forces. When I transitioned, I used my learning credits to retrain and gain a CIPD qualification and am now working across Morrison Telecoms supporting our people and managers in operations. As ex-forces I was supported through the whole application and recruitment process and have found the transition from military to civilian life to be seamless.”

Rob Hunter, HR Business Partner

Morrison Telecom Services connect the UK & Ireland with the largest fixed and mobile Telecom Operators.

- **Employs Reservists & Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP Partnership**
- **Supports Armed Forces Week**

North West Anglia NHS Foundation Trust Cambridgeshire

“As a former Ministry of Defence Hospitals Unit, our Trust is enormously proud of our historical connections to the Armed Forces. Many staff joined us from the Armed Forces Community; as family members of locally stationed service personnel or as veterans looking for a rewarding career once they have completed their service. Achieving the Silver Award helps us to demonstrate our continued commitment to working with people from the Armed Forces Community, ensuring we pay due respect to their service to our country and offer the right kind of support for people using our service.”

Louis Tibbert, Chief People Officer & AFC Executive Lead

“My time in the NHS coincides with the emergence of COVID-19. I’ve been hugely impressed and humbled to witness that same drive to overcome an enemy that I had witnessed in the Armed Forces, amply demonstrated by my NHS colleagues. There is always stress and anxiety involved with dealing with an unseen adversary, which at times can emerge as frustration with decisions made by higher levels of command. When this understandably happens, more than ever, there is a need for leadership and direction at all levels. I have witnessed this in the Armed Forces and I am witnessing it now.”

Mark May, Divisional Operations Director



North West Anglia NHS Foundation Trust

North West Anglia NHS Foundation Trust was formed from the acquisition of Hinchingbrooke Healthcare NHS Trust by Peterborough and Stamford Hospitals NHS Foundation Trust.

- **Employs Reservists, Veterans, CFAV & Spouses**
- **Has a supportive HR policy**
- **Offers 10 days paid leave**
- **Has an Armed Forces Network**
- **CTP partnership**



Reactive Integrated Services

Reactive Integrated Services Essex

“It is great to receive recognition for our support of the Armed Forces Covenant, our commitment to helping the Armed Forces Community and their families. We take great pride in our association with the Armed Forces Covenant and charities such as Help for Heroes, and this is certainly the case with our Veterans who currently work for RIS and hope that the award will help us recruit and retain Reservists in the future benefiting both the individuals and the company.”

Kevin Ingram, Group Chairman

“RIS through their commitment to helping Armed Forces personnel gave me the chance to find myself again as I was in a bad way and homeless. They have shown faith and patience with me as I go through my training on and off site and I once again feel part of a team where I fit in and this has helped me so much which I am ever so much thankful.”

Danny Barratt, Trainee Asbestos Operative

RIS provides a range of stand-alone or fully integrated services in asbestos & hazardous substance removal, land remediation/restoration, refurbishment, maintenance and facilities management.

- **Employs Veterans & Spouses**
- **Has a supportive HR policy**
- **Offers 10 days paid leave**
- **Supports Military charities**
- **Supports mobilisation**

Road Haulage Association Ltd Cambridgeshire

“I am both proud and delighted that the RHA has been awarded this accolade. It recognises our work as an employer of ex-members of the Armed Forces, our collaboration with Care after Combat and our continuing work with Skills for Logistics.”

Richard Burnett, CEO

“Every member of my team as well as the organisation alike have been very friendly, kind and welcoming. This type of support reminds of some of the core ethos of the military, it aided and assisted both my transition into civilian life and working for the organisation a very natural and joyful one.”

Paul Thain, Training Manager



The Road Haulage Association is the only UK trade association dedicated solely to the needs of the UK Road Transport operators.

- **Employs Veterans & Spouses**
- **Offers 5 days paid leave**
- **Has a supportive HR policy**
- **CTP & FFJ partnership**
- **Supports Military charities**



RT Infrastructure Solutions Limited Suffolk

“RT Infrastructure Solutions (RTIS) is proud to receive the Ministry of Defence 2020 Employer Recognition Scheme Silver Award for providing continual support to the Armed Forces Community. RTIS’ philosophy naturally aligns itself to those who have shown dedication, duty and courage in protecting and upholding the values of our great nation overseas. Working alongside the Career Transition Partnership (CTP), RTIS is a small tight-fit business that fully supports and cares for its employees and families. We are very honoured to serve our great nation and the Ministry of Defence Employer Recognition Scheme Silver Award is acknowledgment of that fact.”

Simon Jamieson, Chief Executive Officer

“I left the Army after 26 years in the REME and have been welcomed with open arms by RT Infrastructure Solutions. As a professional engineer, I use my transferable skills to maximum benefit in training the next generation of Railway Signal Engineers. I am immensely proud that most of the students I train are conducting resettlement training and have chosen railway engineering as their new vocation in civilian life. The railway world warms to the Armed Forces in many ways, respecting their ‘can do’ attitude to any challenge, and appreciating that in our previous lives we have operated in demanding environments and difficult situations, with an eye on safety and maintaining professionalism to our highest standards at all times.”

Sim Beasley, Signaling Installer Trainer

RT Infrastructure Solutions supply a safe, reliable, multi-skilled workforce and an extensive range of Infrastructure Services to the UK Rail Industry.

- **Employs Reservists, Veterans & Spouses**
- **Has a supportive HR policy**
- **Supports mobilisation**
- **CTP partnership**
- **Supports Armed Forces Week**

Skills4Stem Ltd Bedfordshire

“Skills4Stem are delighted to receive the Silver Ministry of Defence Employer Recognition Award, we are committed to supporting the Armed Forces Community. We have experienced first-hand the value of employing Veterans within our business as well as within our supply chain.”

Sarah Davis MIOD FCIQB, CEO

“As a Reservist, I appreciate the flexibility that Skills4Stem offers. Skills4Stem management have fully embraced the military ethos and I particularly look forward as we further integrate within the Ministry of Defence education space.”

Alastair Bradie, Account Manager



Skills4Stem is an industry focused qualifications provider, specialising in providing qualifications in our niche areas of Construction, Engineering and Project Management.

- **Employs Reservists, Veterans & WIS**
- **Has a supportive HR policy**
- **Offers 10 days paid leave**
- **Supports mobilisation**
- **CTP partnership**



Sopra Steria UK Hertfordshire

“We’re delighted that our approach to Armed Forces engagement has been recognised by the Ministry of Defence Employer Recognition Scheme. The Armed Forces Community is a rich source of talent for companies operating in any industry. At Sopra Steria, we see members of this community making outstanding contributions on a daily basis – be it in a military context or in work that is completely unrelated. Shared, core values and behaviours set these individuals apart, making them sought-after candidates for our company.”

Sue-Ellen Wright, Managing Director of Aerospace, Defence and Security

“What I really liked about Sopra Steria was they didn’t just dictate what I would be doing when I joined – they asked what I wanted to do. I felt very valued and could see that they really wanted to help me have the best possible experience; one from which both I and the company could really benefit.”

Mo Ahmed MBE, Senior Management Consultant and Client Director

Sopra Steria, a European leader in Consulting, Digital Services and Software Development, helps its clients drive their digital transformation to obtain tangible and sustainable benefits.

- **Employs Reservists, Veterans, CFAV & WIS**
- **Offers 10 days paid leave**
- **Supports mobilisation**
- **Has a supportive HR policy**
- **Supports military charities**

South Norfolk Council Norfolk

“We are thrilled to have been awarded Silver. It’s fantastic to achieve recognition for the way we are supporting the Defence and Armed Forces Communities, both in our own organisation and in our communities.

As an employer, we really value the skills and qualities that Veterans, Reservists and Ex-Military personnel bring to our organisation.”

Trevor Holden, Managing Director

“The organisation has really helped me settle in after leaving the RAF and the support that it gives to ex-service personnel is brilliant. The transition from the military way of working to a civilian way has gone smoothly, but I know that if I needed extra support, it would be readily available.”

Steve Williams, Waste & Senior Operations Manager



South Norfolk Council is a local Government District in Norfolk.

- **Employs Veterans**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Has an Armed Forces Network**
- **CTP partnership**



TES 2000 Essex

“TES are a family run railway business with established links to Colchester Garrison based in the same historic town supporting local communities. Our business is built on the same values that can be found in the military which is what makes Service Leavers, Reservists and Veterans an excellent resource for any business. We are incredibly proud to receive formal recognition of our ongoing support for our Armed Forces by being awarded silver on the Ministry of Defence Employer Recognition Scheme and look forward to a long and rewarding partnership.”

Paul Austin, Managing Director

“As a Military Veteran with over 20 years’ service, TES have supported me and others with military connections to enjoy a full career and learn new skills while carrying on to support military charities and for those undertaking Reservist duties, paid time off for their military training and duties.”

John Tidyman, Head of SHEQ

Tes2000 are the foremost provider of professional management services with an unsurpassed depth of knowledge and experience to deliver possession management.

- **Employs Reservists, Veterans & WIS**
- **Offers 5 days paid leave**
- **Has a supportive HR policy**
- **Supports mobilisation**
- **CTP partnership**

VolkerWessels UK Ltd Hertfordshire

“I am delighted that we have been awarded a Ministry of Defence Employer Recognition Scheme Silver Award 2020. Equality, Diversity and Inclusion is fundamental to our business. It’s incredibly important to us that everyone feels valued and welcome in VolkerWessels UK, and we are committed to attracting and keeping a diverse workforce. This enriches and benefits us all as individuals and as a business. As part of our ‘building inclusion’ strategy we are proud to support our Veterans, Reservists and their families, as part of our work to attract individuals with the right skills and behaviours into our business. In this way we can help people find employment, whilst at the same time helping to futureproof our industry.”

Alan Robertson, Chief Executive Officer

“I am a Senior Planner and Chartered Civil Engineer working for VolkerStevin from the Preston office. I am also a Royal Naval Reservist and the Executive Officer of HMS Eaglet, the Reserve Training Unit in the North West of England. VolkerStevin gives me 2 weeks of special leave each year which has allowed me to develop my leadership and management skills and keep my military competencies up to date. I am currently mobilised as part of the Ministry of Defence effort providing support to other government departments to help them meet the challenges of the Covid-19 pandemic and protecting our nation’s interests.”

Richard Champion – Senior Planner



VolkerWessels UK is a multidisciplinary contractor that delivers innovative Engineering solutions across the Civil Engineering and Construction sectors.

- **Employs Reservists, Veterans & Spouses**
- **Has a supportive HR policy**
- **CTP partnership**
- **Supports Military charities**
- **Supports Armed Forces Week**



Willmott Dixon Hertfordshire

“We take enormous pride in having a diverse and inclusive culture at Willmott Dixon, welcoming colleagues into the construction industry from many different backgrounds. Ex-forces personnel have transferable skill sets that companies like Willmott Dixon can really benefit from and that is why the Ministry of Defence’s Armed Forces Covenant outreach programme is so important. It allows us to benefit from a wealth of talent available from the Armed Forces and also showcases the wide variety of careers the construction industry offers for service people looking to transfer into a civilian occupation.”

Rick Willmott, Group Chief Executive, Willmott Dixon

“If it wasn’t for Willmott Dixon’s openness for inclusion and diverse experiences, I wouldn’t have been offered a job. My CV would have gone straight in the bin, I wouldn’t have passed go. Instead, Willmott Dixon looked passed what I didn’t have and could see, utilise and nurture the skills I did have. I’m now an Assistant Build Manager within Willmott Dixon working out of the Gateshead office.”

Dave Scott - Assistant Building Manager

Willmott Dixon is a privately owned contracting, residential development and property support business.

- **Employs Reservists, Veterans & Military Spouses**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **Supports mobilisation**
- **Supports Military charities**

Your Telemarketing Ltd Suffolk

“We are delighted that a small company, such as ours, can be recognised in this way. We are humbled by the service provided by the military community and are happy to provide whatever support we can, especially to partners, family and Veterans.”

Laura Morrison, Managing Director

“Moving into a civilian role, could have been extremely difficult. However, Your Telemarketing have provided a supportive environment, with a team who are friendly and welcoming. They have enabled me to fit right in.”



Your Telemarketing help Businesses find new customers through good quality, intelligently performed outbound calls on flexible terms.

- **Employs Veterans & Military Spouse**
- **Has a supportive HR policy**
- **Offers 5 days paid leave**
- **CTP partnership**
- **Supports Armed Forces Week**



Bedfordshire Employer Recognition Scheme Silver Award Holders

2020

CYSIAM Limited, Skills4Stem

2018

Life Academies Trust,
London Electronics

2017

Carbon60 Ltd, Cranfield University

2016

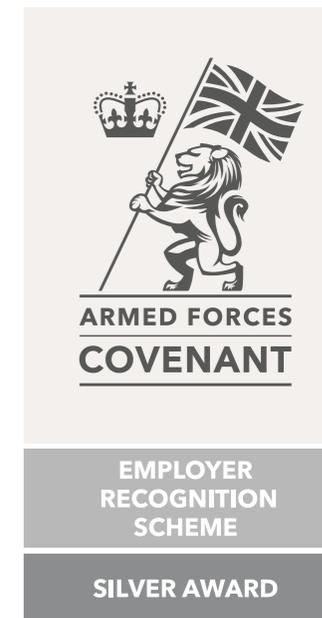
Bedfordshire Fire & Rescue Service,
Paragon Automotive Ltd

2015

Dunster House Ltd (Revalidated 2020)

2014 Revalidations

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 Bedfordshire



Cambridgeshire Employer Recognition Scheme Silver Award Holders

2020

Avonline Networks, Magdalene, Morrison Telecom Services, North West Anglia NHS Foundation Trust, Road Haulage Association

2019

A14 Integrated Delivery Team, Buffaload Logistics Ltd, Dolphin Appliance Care

2018

Cambridgeshire County Council, HMP Whitemoor, Peterborough City Council

2016

Forces Recruitment Services

2015

ANATech Resource Ltd, MASS (Revalidated 2020), Ouse Creative Limited

2014 Revalidations

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



Essex Employer Recognition Scheme Silver Award Holders

2020

Basildon Borough Council, Essex Partnership University NHS Foundation Trust, Reactive Integrated Services, TES2000 Limited

2019

Defence Leaders Ltd, Gepp Solicitors, Mid Essex Hospital Services NHS Trust, Network Training Partnership Ltd, Ringway Jacobs, Rose Builders, Tendring District Council

2018

Colchester Borough Council, London Stansted Airport, McDonalds Restaurants, Levertech Aviation Services Limited, Levett Consultancy Ltd

2017

Colchester Institute

2016

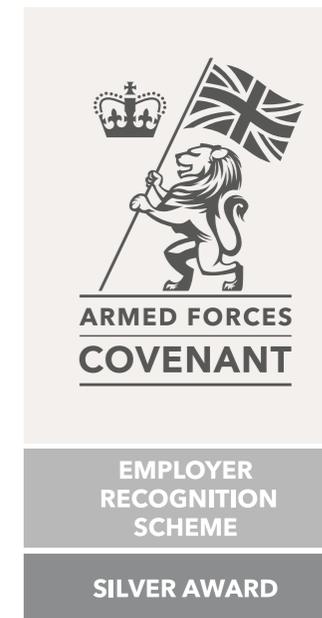
Mercury Theatre

2015

Sigma Studies Ltd

2014 Revalidations

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 Employer Recognition Scheme Silver Award Holders

2020

Aprite (GB) Ltd trading as WestWay Nissan, Cranborne Primary School, Fortem Solutions Limited, McGinley Support Services (Infrastructure) Ltd, Sopra Steria UK, VolkerWessels UK Ltd, Willmott Dixon

2019

Life Environmental Services, Sonovision Limited

2018

Morrison Utility Services, Stevenage Borough Council

2017

CS Hodges & Sons Ltd

2016

Focus7 International Ltd, Chapman Ventilation, Kelvin Hughes

2015

1st Line Defence (Revalidated 2020), Oppo Recruitment, Skanska Construction Ltd

2014 Revalidations

Berkhamsted School, East and North Herts NHS Trust, Hertfordshire County Council, Hertfordshire Fire and Rescue, Hertfordshire Police, MBDA (UK) Ltd



Norfolk Employer Recognition Scheme Silver Award Holders

2020

Broadland Council, Management Security Solutions Limited, South Norfolk Council

2019

3Sun Group Limited, Norfolk County Council, The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust

2018

College of West Anglia, NQA Certification Ltd

2017

Anglian Demolition & Asbestos Ltd

2016

Norse

2015

Huggable Heroes (Revalidated 2020)

2014 Revalidations

Borough Council of Kings Lynn & West Norfolk, Breckland Council, Great Yarmouth College, James Paget University Hospital 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

Suffolk Employer Recognition Scheme Silver Award Holders

2020

CNet Training, Hopkins Homes Group, Mildenhall College Academy, RT Infrastructure Solutions Limited, Your Telemarketing Ltd

2019

Drain Doctor Plumbing, RCR Services (UK) Ltd, Sackers Ltd

2017

Servest Group Ltd

2016

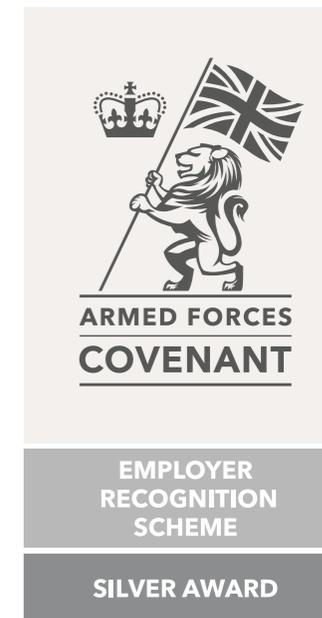
Adnams, Maritime Transport Ltd, MEL Group

2015

Police Mutual Assurance Society Limited

2014 Revalidations

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



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.

**PROUDLY
SUPPORTING
THOSE WHO
SERVE.**

