

Foreword from Assistant Chief of Defence Staff (Reserves & Cadets)	1
Silver Award Winners 2023	2
<hr/>	
Silver Award Winners 2023	
All Silver Award Winners	3-24
<hr/>	
Current Silver Award Winners	
Current Silver Award Winners in Bedfordshire	25
Current Silver Award Winners in Cambridgeshire	26
Current Silver Award Winners in Essex	27
Current Silver Award Winners in Hertfordshire	28
Current Silver Award Winners in Norfolk	29
Current Silver Award Winners in Suffolk	30
<hr/>	
Going for Gold	31



Assistant Chief of Defence Staff (Reserves & Cadets)

“I would like to thank and congratulate the recipients of this year’s Employer Recognition Scheme Silver awards. A Silver award Recognises the fantastic efforts of employers throughout the UK who have both elevated their commitments under the Armed Forces Covenant and provided actual benefits to the Armed Forces Community. The winners should all be proud of their life-changing impact and fresh opportunities they are providing to our Reservists, Veterans, and their families. The number of winners this year yet again shows that the Armed Forces family talent pool is also providing tangible business benefit.”

Major General Marc Overton
Assistant Chief of Defence Staff
(Reserves & Cadets)

Silver Award Winners 2023

Abberton Rural Training (ART)

Akhter Computers Ltd

Algeco UK

Anglia Tours Limited

Aurora Group Services Ltd

Cambridgeshire Community Services NHS trust

CeraPhi Energy Ltd

Computacenter Plc

Cross Keys Homes Limited

Fire Team Solutions Ltd

FrontFoot

FTS Group (London) Limited

JD Cooling Group

Marlborough Highways

Marshall Gas Ltd

North Norfolk District Council

Old Catton Parish Council

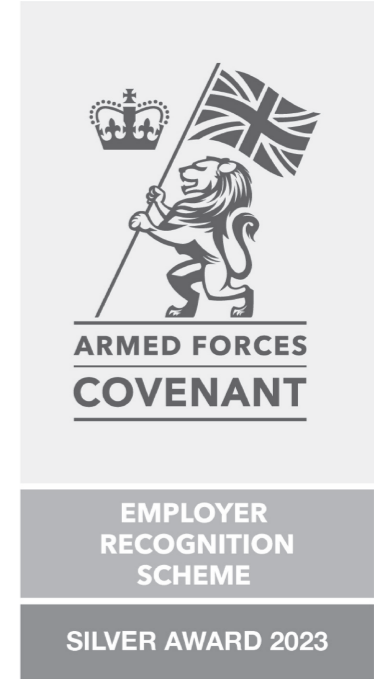
Ramsay Health Care UK

Smiths Detection

Spicerhaart Group Limited

The CGM Group (East Anglia) Limited

The Rent Guarantee Company Ltd





Abberton Rural Training (ART)

Essex

“We are delighted to receive the Silver Award for our work with and support for our Armed Forces. This is particularly important to us with many of our staff and partners having served, fully or as a Reservist, including my own partner. We currently work with over 250 wounded and injured Service personnel on Recovery Duty from all Services, many of whom are facing medical discharge, with our Operation Rustic Recovery programme with the Colchester Garrison. We look forward to achieving even more for our staff and service users over the coming years to help Service personnel in every way we can.”

Jacqueline Stone, Chief Executive Officer

“On leaving the Army I spent several years moving from employment to employment never really finding an employer that held the same values and standards I had embedded in me through my service. I was aware of Abberton Rural Training and the support they offered both its Veteran employees and those transitioning into civilian life. Working with ART gives me the opportunity to not only support those in the community with multiple barriers to employment but also to continue to support both serving Military personnel and those Veterans wishing to gain further qualifications.”

Neil Turner, Operations Manager

ART is a charity and rural skills training provider delivering programmers and outreach support to groups across Essex.

- **Employs Reservists, Veterans and spouses/partners**
- **Flexible working for spouses/partners**
- **Veterans programmes**
- **Support for Cadets**
- **Supports Defence charities**



Akhter Computers Ltd

Essex

“We firmly believe in supporting Defence people because they are the backbone of our nation’s security. Our Armed Forces personnel dedicate their lives to safeguarding our freedom and protecting our way of life. They selflessly serve on the frontlines, often facing unimaginable challenges and sacrifices. At Akhter Computers, we recognise the importance of standing behind those who protect us. We are committed to supporting Defence people in various ways, whether through special initiatives, partnerships, or employment opportunities. Their leadership, discipline, and resilience are qualities that resonate with our company’s values. We believe that fostering a diverse and inclusive work environment, which includes Veterans and Service members, enhances our innovation and overall success.”

Alan George Laffoley, Chief Executive

“Akhter employed me after leaving the service in 2018, initially in a part time role as I had a few issues that I was dealing with. They have supported me and gave me additional time off when needed for hospital appointments and leave to address some mental health stresses I was overcoming. The company has a great ethos of supporting Defence through charity, employment, and support.”

Shaun Elmstrom, Defence Relationship Manager

Akhter Computers is an information assurance supplier providing customised computer solutions to customers.

- **Employs Reservists and Veterans**
- **Operates guaranteed interview and internal transition schemes**
- **Defence supplier**
- **Commercial discounts**
- **Supports Defence charities**



Algeco UK

Cambridgeshire

“I am proud to express our unwavering support for Defence people. Our organisation recognises the immense sacrifices made by the brave men and women who serve in the Armed Forces. Receiving the Silver Award reflects our commitment to providing exceptional employment opportunities and support to those transitioning from Military service to civilian life. This recognition reaffirms our dedication to fostering a diverse and inclusive workforce, where the unique skills and experiences of ex-Military personnel are valued and nurtured. We stand with Defence people in their mission to empower and uplift Veterans, acknowledging their immeasurable contribution to our nation’s security and prosperity.”

Keith Dorling, Managing Director

“Like many, I found the transition to civilian life difficult. Algeco looked at my qualifications and I started at the company with running the operations training programme. Algeco have supported me to learn new subjects, improve my skillset and integrate within the wider team. I have been able to share my knowledge and drive change. Algeco also support me with paid leave to enable me to fulfil my volunteer role within the Royal Artillery Association – thank you.”

Andrew McLaughlan, National Plant Manager

Algeco UK is an accommodation solutions provider supplying portable and modular buildings across the UK and Europe.

- **Employs Veterans**
- **Internal AF Network**
- **Veterans employability programmes**
- **Provide an EAP service**
- **Supports mobilisation**



Anglia Tours Limited

Essex

“We are absolutely delighted to receive the Silver Award – Anglia was founded with the core purpose of delivering battlefield tours to France and Flanders, to tell the stories of those involved and to mark the service of all members of the Armed Forces. We recognise the attitudes, behaviours and leadership qualities Armed Forces people bring to the business, both in the office and as part of the guide team. To receive the Silver Award is something that fills me with immense pride. We will continue to promote greater understanding of the Armed Forces with our sister companies, our customers and our suppliers.”

Maria Whiteman, Managing Director

“As a former Reserve soldier and Regular OCdt, Anglia have been wholly supportive of my position in their offer of employment and my subsequent time here. Anglia has a genuine level of comprehension of the intricacies of Military service and have made clear their unequivocal support for my future endeavours, including returning to the Regular Army or Reserve (and the working adjustments that the latter would entail). Much time and consideration has gone into the company’s service policies, which are unambiguous and backed up by action.”

Kieran Morling, Military & Adult Tours Administrator

Anglia Tours Ltd offer fully guided and bespoke history trips and tours to schools and special interest groups in the UK.

- **Employs Veterans**
- **Contractual provider to the Ministry of Defence**
- **Support for Cadets**
- **Supports mobilisation**
- **Support Defence charities**



Aurora Group Services is a security solutions company supporting customers with bespoke security solutions in the UK and overseas.

- **Employs Reservists and Veterans**
- **Nominated AF Champion and internal AF Network**
- **Work placements scheme**
- **Commercial discounts**
- **Supports mobilisation**

Aurora Group Services Ltd

Essex

“Aurora Group Services senior management team come from a Military background with decades of experience between us. We know and understand the difficulties some Service personnel experience when resettling back into civilian life, and want to help make that transition easier in whatever way we can. Service leavers and Veterans bring with them skills, knowledge and experience transferable to any workplace and that would benefit any future employer. Aurora Group Services are committed to supporting our Service personnel in return for the service they gave and continue to give.”

Stephen Beardsley, Managing Director

“The senior management at Aurora Group Services supported me from the start. After we spoke about my skill set, I quickly moved into the risk and health and safety sector for them, which was important in giving me back my confidence after the redundancy I had gone through prior.

I can’t speak highly enough of the management at Aurora, they employ people from all backgrounds but never forget their Military service and all the hardships Service leavers and Veterans go through when resettling into civilian life.”

David McCann, Risk & Resilience Manager

Cambridgeshire Community Services NHS Trust

Cambridgeshire

“Cambridgeshire Community Services NHS Trust is clear in its commitment to supporting Defence people and ensuring our services are accessible to them, and that we support and embrace them in becoming members of our team. The Silver Award is very pleasing as it recognises this commitment. Our work to achieve this has helped us explore and understand what Defence people can offer to us, and the different issues they face in accessing our services. We look forward to working towards Gold.”

Dr David Vickers, Medical Director

“The culture at CCS NHS Trust is quite different from what I had been accustomed to in the Service and I was conscious of a pressing need to adjust and find my niche in the organisation without upsetting new colleagues or doing things wrong. I found that people had varying degrees of experience of working with Veterans from none to limited. People understood, however, that this was a seminal cultural shift for me and were generous in their patience and humour. Colleagues took time to explain how things are achieved and did not expect me to jettison my military culture entirely. The openness and friendliness of colleagues enabled me to adjust quickly and enjoy my role.”

Bruce Luter, Assistant Director of Business Development and Strategy



**Cambridgeshire
Community Services**
NHS Trust

CCS is an NHS trust delivering on a portfolio of community based health services.

- **Employs Veterans and spouses/ partners**
- **Internal Veteran Aware Champion Group**
- **Flexible working for spouses/ partners**
- **Supportive policy re NHS waiting lists**
- **Step into Health**



CeraPhi Energy Ltd

Norfolk

“We are extremely proud to have achieved the Silver Award, we will continue to honour and promote the fair treatment of those who have served or are Reservists in our Armed Forces. We recognise the talents and qualities Armed Forces personnel contribute to our operation and the unique experiences they bring with them that offer positive and valuable contributions to our company. We will continue to support our Veterans, Serving personnel, their families, Reservists and Cadets and utilising their high-level transferable skills.”

Karl Farrow, Chief Executive Officer

“The experiences and skills I gained from my career in the Forces are deemed as an asset by the company; they are all transferable and considered as a positive addition to the engineering and energy sector.”

Gary Williams, Chief Operating Officer

“The renewable energy industry benefits from the skills of Veterans and Service leavers. CeraPhi Energy is at the cutting edge of the industry and offers a Veteran-friendly environment with Veterans at the heart of the company.”

Richard Nugee CB, CVO, CBE Advisory Board Chair - Leadership & Strategy

CeraPhi is a project development company delivering global geothermal energy solutions.

- **Employs Veterans**
- **Nominated AF Champion**
- **Operates a guaranteed interview scheme**
- **Flexible working for spouses/partners**
- **Supports mobilisation**



Computacenter Plc

Hertfordshire

“We are delighted to achieve the Silver Award in the Employer Recognition Scheme. Since Computacenter signed the Armed Forces Covenant in 2020, we continue to support Reservists and believe they bring a vast array of expertise and transferable skills into our business. We are extremely proud of the community we are building and will continue to build for years to come.”

Mike Norris, Chief Executive Officer

“I joined Computacenter as part of the Veteran’s degree apprenticeship programme. As well as providing professional support, I’ve also found networking and community support in the Computacenter Armed Forces Employee Network and meet with ex-Armed Forces colleagues regularly which is great for networking and building friendships.”

Darrell Jones, Implementation Consultant

“We are extremely proud to receive the Silver Award. It is an important step forward and recognition of the work we are doing to support our Armed Forces, and a great accolade for those within our Armed Forces Network.”

Victoria Staines, HR Director – UK & Ireland

Computacenter is a technology and services provider helping to deliver digital transformation to people and businesses.

- **Internal AF Network**
- **Operates an internal transition scheme**
- **Veterans community programme**
- **Support for Cadets**
- **Supports mobilisation**



Cross Keys Homes Limited

Cambridgeshire

“Supporting members of the Armed Forces community is simple compared to the sacrifice and risk so many make to protect the rest of us. We understand that Veterans can face some unique challenges and we want to ensure that as a business, we have a team who are fully equipped with all the knowledge and contacts they need to support them. CKH employees are proud to support anyone facing the challenges of adjusting to civilian life. We know a home is central to a person’s health and by providing safe, high quality homes Veterans can better focus on their personal challenges. Holding the Silver Award lets people know how passionate and committed we are in providing this support.”

Claire Higgins, Chief Executive

“As a Veteran and a spouse of a Service member, I was lucky that CKH were so forward thinking and offered me employment, despite knowing I would move with my husband if posted elsewhere. CKH are committed to engaging and retaining talent in the organisation and I was fortunate enough to stay in contact. As soon as we returned from overseas I was offered the opportunity to re-join the company. I am extremely grateful to have been able to continue my professional career with CKH and am proud to be a Veteran employee.”

Nina Matthews, HR Business Partner

CKH is a developer of affordable homes with additional provisions for community support services across the east of England.

- **Employs Veterans and spouses/partners**
- **Nominated AF Champion**
- **Flexible working for spouses/partners**
- **Supports Defence charities**
- **Supports mobilisation**

Fire Team Solutions Ltd

Hertfordshire

“We are delighted to have been awarded Silver in the Employer Recognition Scheme. Creating opportunities for Veterans and the entire Armed Forces family is at the heart of our business. We have a stated business objective of providing sustainable employment opportunities for Veterans in the fire door industry. This extends to those serving in the Reserves and also the spouses and wider part of the Forces community. We absolutely recognise the inherent skills and motivations shown by Veterans and we are proud to be playing our part in assisting those who have served, and those who have supported, in finding long term gainful employment opportunities.”

David Livingston, Managing Director

“When I was leaving the Army, a lot of people said that it is hard ‘outside’ as employers very often don’t care about their employees. I joined Fire Team after interviewing with the MD, who is ex-Army. I immediately knew that I was going to be looked after and that, within reason, Fire Team would look out for me. The company shows a genuine interest in Veteran welfare and I am proud to play my part in that wherever I can.”

James F, Fire Door Installer



Fire Team Solutions provides Veteran-led fire protection systems installation and services to support compliance in the built environment.

- **Employs Veterans**
- **Internal AF Network**
- **Operates an internal transition scheme**
- **Flexible working for spouses/partners**
- **Supports mobilisation**



FrontFoot Suffolk

“Supporting the Armed Forces is both an honour and a responsibility. Their skills, values, and dedication make them exceptional contributors to the job market, enriching our workforce. Receiving the Silver Award acknowledges our dedication to this cause, reflecting our belief in fostering a diverse, resilient, and skilled workforce. We are proud to continue our unwavering support for Defence people and to play our part in bridging the gap between Military service and meaningful civilian careers for the entire community.”

Tim O’Keefe, Managing Director

“FrontFoot’s unwavering dedication to prioritising Veterans and their families in everything they do is truly remarkable. FrontFoot not only provided me and my family with immediate relief, but also ensured ongoing support throughout the entire transition process and beyond. Their comprehensive range of services, including personalised skills training and mental health assistance, gave me confidence in my abilities and provided me with the necessary tools for successful employment. FrontFoot have made an incredible difference in my life and the lives of countless other Veterans, and I am forever grateful for their support and dedication.”

Kenneth Lawns, Trustee, Operations Coordinator

FrontFoot provide a transition solution, supporting a holistic service for the ex-Armed Forces community.

- **Employs Veterans and spouses/partners**
- **Operates an internal transition scheme**
- **Flexible working for spouses/partners**
- **Commercial fairness**
- **Supports mobilisation**



FTS Group

FTS Group are a recruitment and logistics services provider supporting businesses with service solutions nationwide.

- **Employs Veterans**
- **Flexible working for spouses/partners**
- **Supports transition**
- **Supports mobilisation**
- **Supports Defence charities**

FTS Group (London) Limited Essex

“As signatories of the Armed Forces Covenant, we believe it is important to demonstrate our commitment to those who proudly protect our nation with honour and courage by working hard to ensure that those who serve or who have served in the Armed Forces, and their families, are treated with fairness and respect in the communities, economy and society they serve or served.

Transitioning into civilian life and balancing Service commitments with work commitments can be challenging. Receiving the Silver Award in recognition of our efforts to make employment as easy as possible for the Armed Forces community is something that we are immensely proud of.”

Max Doughty, Director

“Since coming out of the Army, FTS Group have helped me by providing a full-time work placement with competitive wages and the opportunity to apply my existing skills whilst also learning new skills too. The communication between FTS and myself has been brilliant, I always know what is going on with my placement, and if ever I have any questions they are always quickly answered.”

Owen Woolway, Furniture Technician

JD Cooling Group

Norfolk



JD Cooling Group are an end-to-end service provider and supplier of temperature control systems and facilities support.

- **Employs CFAVs and Veterans**
- **Nominated AF Champion**
- **Support for Cadets**
- **Supports mobilisation**
- **Supports Defence charities**

“JD Cooling are proud and delighted to receive the Silver Award in recognition of the work we do in supporting members of the Armed Forces. Service leavers and Reservists offer a wealth of transferable skills and bring considerable experience, as well as moral and physical courage to our business. The Silver Award represents our commitment to supporting those leaving the Service and their families, and we look forward to continuing working alongside our Armed Forces for many years to come.”

Robert Keal, Commercial Engineering Director

“As a military Veteran, I have found JD Cooling has given me the structure, support and variety in my daily working life that has allowed me to succeed. I am able to use the self-discipline, time management and interpersonal skills, developed in the Army, to work with a wide variety of divisions within the business and also with our valued customers.”

Kevin Rodgers, Group Health & Safety Manager

Marlborough Highways

Essex

“Marlborough Highways is honoured to receive the Employer Recognition Scheme Silver Award. We value the skills and experience that Service leavers, Veterans and Reservists bring to our business, and we are committed to providing them with the support they need to succeed in their careers. We take pride in offering opportunities for growth and success to those who have served our country and want to continue supporting them in their civilian careers.”

Matthew Revell, Managing Director

“I was asked about my time in the Armed Forces during the application and interview process with Marlborough, and the hiring team were genuinely interested in my military career and the transferable skills I could bring to the role. I have felt like a valued member of the company since day one and Marlborough provides the support and encouragement I need to perform in my job, while offering the flexibility and understanding to enjoy a great work-life balance. I would recommend a career here to anyone who has served in the military.”

Anthony Jackman, Traffic Management Operative



Marlborough Highways is a civil engineering company delivering on public realm, regeneration and infrastructure projects in the South East.

- **Employs Reservists, CFAVs and Veterans**
- **10 days' extra paid leave**
- **Internal AF Network**
- **Support for Cadets**
- **Supports mobilisation**



Marshall Gas Ltd

Suffolk

“We wholeheartedly support Defence staff because of their dedication, sacrifice, and commitment to protecting our nation and its values. Their selfless service ensures our safety and security. It brings us immense joy and pride to receive this award, as it recognises the efforts of our team in providing unwavering support to our brave defenders. We are grateful for this recognition and will continue to stand behind our Armed Forces personnel with unwavering support and gratitude.”

Steven Marshall, Director

“I left the Army this year and retrained as a Gas Engineer. I had friends who were Veterans and they all pointed me towards Marshall Gas Ltd. All stating they support the Armed Forces Covenant. They even have the logo printed on their shirts! I got in contact with the Director Steve Marshall who recognised my transferable skills and knowledge that I had gained through my time in the Army. It is nice working alongside fellow ex-servicemen and women as I feel I have left one team and joined another.”

Frazer Bullock, Gas Engineer

Marshall Gas Ltd offer gas related services including boiler installation, replacement, servicing and repairs throughout Suffolk.

- **Employs Veterans**
- **Flexible working for spouses/partners**
- **Insight Event for Service Leavers**
- **Support for Cadets**
- **Supports mobilisation**

North Norfolk District Council

Norfolk

“North Norfolk District Council is honored to be recognised with a Silver Award in the Defence Employer Recognition Scheme. We take our commitment to the Armed Forces community incredibly seriously and will continue to do so for years to come. As a public sector employer, we are passionate about people being at the heart of what we do and we recognise the value members of this community bring to our organisation.”

Steve Blatch, Chief Executive

“My employer recognises and values ex-Service personnel, who develop a multitude of transferable skills during their careers. Since leaving the RAF and making the transition from military to civilian life, I have felt fully supported and respected by NNDC. I have also observed with pride the tremendous efforts given to supporting Veterans and Reservists, and importantly, the appreciation and high regard shown to all those from a military background also making the transition to civilian life and work.”

Martyn Fulcher, Director of Place and Climate Change



North Norfolk District Council is a district council providing local government services in and for North Norfolk.

- **Employs Veterans**
- **Nominated AF Champion and internal AF Network**
- **Internal upskilling programme**
- **Support for Cadets**
- **Supports mobilisation**

Old Catton Parish Council

Norfolk



Old Catton Parish Council is a local authority in Norfolk with an overall responsibility for the well-being of the local community.

- **Employs Veterans**
- **Veterans community programmes**
- **Supports remembrance activities**
- **Supports mobilisation**
- **Supports Defence charities**

“We firmly stand behind Defence people because they are the backbone of our security and success. Receiving the Silver Award is a tremendous honour, signifying our commitment to nurturing a thriving workforce. This recognition validates our commitment to nurturing a supportive, inclusive environment that empowers individuals to excel professionally and personally. It motivates us to continually elevate our standards and foster an environment towards enhancing employee satisfaction, professional growth and overall organisational efficiency. Together we celebrate this milestone embracing the responsibility to further enhance our people’s well-being and capabilities.”

Bradley Sabberton-Coe, Chairman

“Old Catton parish council has provided me with support, training and encouragement to improve myself as an ex-Armed Forces member. They are extremely helpful when it comes to understanding my needs to progress in my new career and consult with me on all levels. I’m part of a dedicated team, all pulling in the same direction. I feel comfortable and at home in my work.”

Head Groundsman

Ramsay Health Care UK

Essex

“At Ramsay Health Care UK, we value recognising and supporting our teams, patients and partners, and this is especially true for those in the Armed Forces Community. Personally, I am overjoyed that our organisation is pursuing a proactive, inclusive, and engaging agenda to support and engage our Armed Forces Community. Being awarded Silver in the Employer Recognition Scheme demonstrates our organisation’s commitment to supporting and advocating for this Community, and I’m excited to see how we can continue to be a valuable partner moving forward.”

Nick Costa, Chief Executive Officer

“I have been fortunate enough to have worked for Ramsay Health Care since leaving the military six years ago. It was great that they recognised my military experience and qualifications from the outset and made my transition to civilian employment very easy. They have enthusiastically backed initiatives to support the Armed Forces Community and are actively looking at ways to increase their help in the future. I have always felt well supported by the company and would happily recommend them to any of my colleagues transitioning from the military.”

Mike Harris, National Lead for Clinical Education



Ramsay Health Care

Ramsay Health Care UK provides a wide and comprehensive range of specialised clinical services for patients.

- **Employs Reservists, CFAVs, Veterans and spouses/partners**
- **10 days’ extra paid leave**
- **Nominated AF Champion and internal AF Network**
- **Patient canvassing**
- **Supports mobilisation**



Smiths Detection

Hertfordshire

“Smiths Detection is honoured to have achieved the Silver Award in the Defence Employer Recognition Scheme this year. We recognise the key skills and contribution that our Defence employees make to our organisation, whether they be Reservists, Veterans or Cadet Force Adult Volunteers. It shows our commitment to the Armed Forces community and is only the beginning of our journey to ensure that we provide the highest level of support to those within these groups.”

Roland Carter, President

“Smiths Detection saw the potential to use my skills from the Royal Navy proactively, recognising that a career in Defence brings diversity of thought in a corporate environment. I have been supported to continue my journey to develop and have learnt new ways of adding value in a complex global organisation.”

Phaedra Gibson, Smiths Detection Master Black Belt

Smiths Detection operate in the delivery of threat detection and security screening technologies in the UK and globally.

- **Employs Reservists, CFAVs, Veterans and spouses/partners**
- **10 days' extra paid leave**
- **Internal AF Network**
- **Defence supplier**
- **Supports mobilisation**

Spicerhaart Group Limited

Essex

“I am immensely proud of our team’s dedication and commitment to supporting the Armed Forces community. Receiving the Silver Award from the Employer Recognition Scheme is a testament to our unwavering pledge to honour and assist those who serve our nation with valour and sacrifice.”

Paul Smith, Chief Executive Officer

“Spicerhaart has supported me since my departure from the RAF through their commitment to the Armed Forces Covenant. They understand the challenges Veterans face during the transition from military to civilian life and recognise the valuable skills and experiences that Veterans bring to the workforce. Spicerhaart’s involvement in the Armed Forces Covenant is crucial because it demonstrates their dedication to providing equal opportunities and support for those who have served. They prioritise fair treatment, access to essential services and employment opportunities for Veterans. This support can make a real difference in your post-military life by offering tailored assistance, such as training, job opportunities, and flexible arrangements. Furthermore, it creates an environment where Veterans can thrive, utilising their skills and contributing effectively to their new civilian careers.”

Timothy Davies, Senior Branch Manager



Spicerhaart Group is an independent estate agency combining sales and lettings with integrated financial services.

- **Employs Veterans and spouses/partners**
- **Operate a guaranteed interview scheme**
- **Veterans employability programmes**
- **Commercial discounts**
- **Supports mobilisation**



Enhancing Your Environment

The CGM Group provide a complete commercial grounds maintenance, horticultural and landscaping service to customers across the region.

- **Employs Veterans**
- **Nominated AF Champion and internal AF Network**
- **Support for Cadets**
- **Supports mobilisation**
- **Supports Defence charities**

The CGM Group (East Anglia) Limited

Norfolk

“CGM Group are extremely proud to have achieved the Silver Award which is an endorsement of our ongoing commitment and pledge to the Armed Forces Covenant. We recognise the values, enthusiasm and skill set that UK Armed Forces personnel bring to our organisation and we are passionate about our people being at the heart of our business and the pivotal part that plays in meeting the expectations of our clients both military and commercial. We as a business are immensely proud to both partner with other organisations that have the same values and will continue to support and engage in longer term relationships with the Armed Forces community in support of our wider commitments and look forward to the future ahead.”

Andrew Brightman, Corporate Client Director

“CGM has helped me transition from the military to civilian street. CGM are giving me an opportunity to use the skills and experiences that I have learned in the military, taking a chance on someone with no civilian street experience. They offer me a lot of support and are always offering new opportunities to gain experience within the industry with support from others whilst carrying out my own duties.”

Andrew Gannon, Fleet Manager



The Rent Guarantee Company Ltd

Hertfordshire

“With my family’s multi-generational connections to the Armed Forces, strengthened by the loss of my nephew in Afghanistan, I am acutely aware of the sacrifices made by our Service personnel. We value the unique skills, resilience, and dedication that Service personnel bring. Their contributions align with our core values and significantly propels our teams’ mission forward. The Silver Award recognises our efforts to create an inclusive environment that leverages these contributions. This recognition inspires us to deepen our culture of respect and understanding while continually acknowledging the pivotal role ex-Service personnel play in our organisation’s success.”

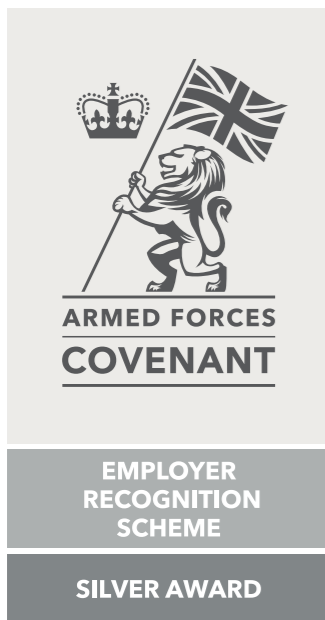
Wendy Clarke, Chief Executive Officer

“At TRGC, I found a community that values the unique experiences, skills, and team spirit that ex-Service personnel bring. The organisation acknowledges our contributions, encourages us to voice our opinions and empowers us to operate independently. TRGC actively seeks ex-Service personnel as employees, appreciating the unparalleled standard, commitment, solution-focus, and camaraderie they offer. I am truly proud to be part of TRGC as a business that trusts in your abilities, and values the sense of teamwork ingrained in us.”

Richard Linden, Operations Director

TRGC operate to support landlords in eliminating the risk of rent arrears, evictions and damage with predictable and consistent income.

- **Employs Veterans and spouses/ partners**
- **Flexible working for spouses/ partners**
- **Internal AF Network**
- **Support for Cadets**
- **Supports mobilisation**



Bedfordshire Employer Recognition Scheme Current Silver Award Holders

2022

Blue Arrow Group, Luton Borough Council

2021

Bedford Borough Council, Comensura, Lindström Limited, Miniclipper Logistics

2020

Skills4Stem

2018

Life Academies Trust, NQA Certification Ltd

2016

Bedfordshire Fire & Rescue Service (Revalidated 2021)

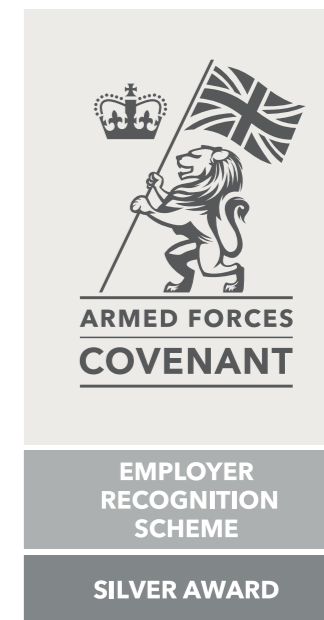
2015

Dunster House Ltd (Revalidated 2020)

2014 Awards

Revalidated in 2017 and 2022

Bedfordia Group Ltd, Bedfordshire Hospitals NHS Foundation Trust, Bedfordshire Police, Cardinal Newman Catholic School, Luton Borough Council, The Harpur Trust, University of Bedfordshire



Cambridgeshire Employer Recognition Scheme Current Silver Award Holders

2022

Cambridge City Council, Cambridge Regional College, First Ascent Group Ltd, Musketeer Solutions Ltd

2021

Anglia Ruskin University, Easy Resettlement Ltd, Lifting Equipment Engineers Association, Prima Electronic Services Limited

2020

Avonline Networks, Magdalene, Morrison Telecom Services, Road Haulage Association

2019

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

2016

Forces Recruitment Solutions Group (Revalidated 2021)

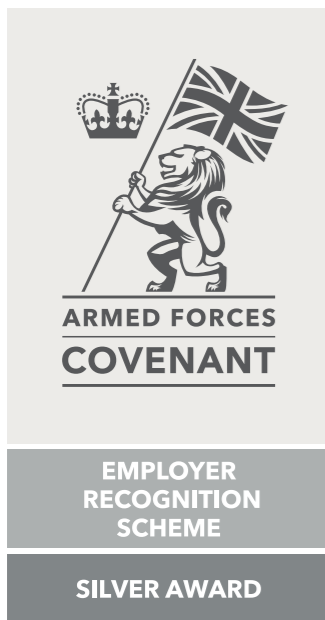
2015

MASS (Revalidated 2020)

2014 Awards

Revalidated in 2017 and 2022

Cambridgeshire Police, Cambridge University Hoispitals, Heltwate School, Marshall of Cambridge Aerospace Ltd, Royal Papworth Hospital NHS Foundation Trust



Essex Employer Recognition Scheme Current Silver Award Holders

2022

Ecolog International (UK), James Martin Blinds Essex Ltd, London Southend Airport, Uttlesford District Council

2021

Absolute Enforcement Limited, Galliard Homes Limited, Ground Control Ltd, Higgins Partnership, Sureserve Group plc

2020

Basildon Borough Council, Reactive Integrated Services, TES2000 Limited

2019

Defence Leaders Ltd, Gepp Solicitors, Mid Essex Hospital Services NHS Trust

2018

London Stansted Airport, McDonalds Restaurants, Levett Consultancy Ltd

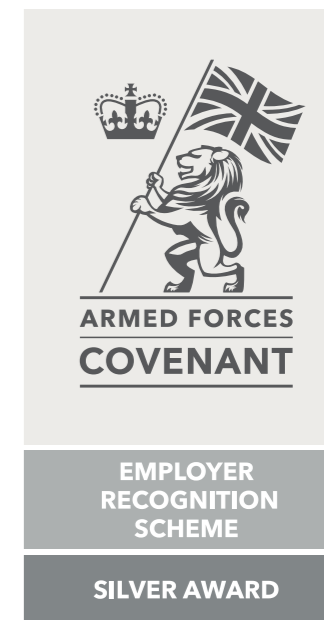
2016

Mercury Theatre (Revalidated 2021)

2014 Awards

Revalidated in 2017 and 2022

Braintree District Council, Brentwood Borough Council, Castle Point Borough Council, East Suffolk and North East Essex Foundation Trust, Fiserv, Micrologic UK Ltd, SGC Holdings Ltd trading as SGC Security Services, University of Essex, Wilson James Ltd



Hertfordshire Employer Recognition Scheme Current Silver Award Holders

2022

AP Security (APS) Ltd, Fleet Source Limited, Hertfordshire NHS Community Trust (HCT), The MOT Training and Compliance Group Ltd

2021

Hensoldt UK, Job OppO

2020

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

2019

Life Environmental Services, Sonovision Limited

2018

Stevenage Borough Council

2015

1st Line Defence (Revalidated 2020)

2014 Awards

Revalidated in 2017 and 2022

Berkhamsted Schools Group, Hertfordshire Fire and Rescue Service, Hertfordshire Police, VINCI Construction UK



Norfolk Employer Recognition Scheme Current Silver Award Holders

2022

CTR Secure Services Ltd, East Norfolk Multi Academy Trust, Hexegic Limited, NORSE Group, Norwich City Football Club, Phoenix Events (East) Ltd, TEC Partners Limited

2021

TFD Europe Ltd, Vattenfall Heat UK Ltd, Vattenfall Wind Power Ltd

2020

Management Security Solutions Limited

2019

3Sun Group Limited

2017

Anglian Demolition and Asbestos Ltd (Revalidated 2022)

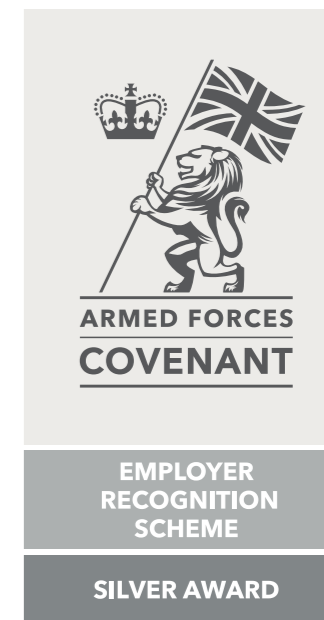
2015

Huggable Heroes (Revalidated 2020)

2014 Awards

Revalidated in 2017 and 2022

Borough Council of King's Lynn & West Norfolk, James Paget University Hospitals NHS Foundation Trust, Lotus Cars, Mills & Reeve LLP, Norfolk Constabulary, Norwich City Council



Suffolk Employer Recognition Scheme Current Silver Award Holders

2022

Combat2Coffee CIC, EXCELR8 Motorsport Engineering Limited, EXCELR8 Motorsport LLP

2021

John Grose Group LTD, UAV8 Limited

2020

Hopkins Homes Group, Mildenhall College Academy

2019

Drain Doctor Plumbing, Sackers Ltd

2017

Atalian Servest UK & Ireland (Revalidated 2022)

2016

Adnams (Revalidated 2021), Maritime Transport Ltd (Revalidated 2021)

2014 Awards

Revalidated in 2017 and 2022

Aquablast Ltd, Rockford Components Ltd, Suffolk Fire and Rescue Service, The Barnes Group Limited, The Port of Felixstowe, Turners (Soham) Ltd, West Suffolk Council

Employer Recognition Scheme

Going for Gold

To achieve a Gold ERS Award you must become an Advocate for the Defence People Agenda. This is the criterion that differentiates Silver and Gold Awards. Unlike most other ERS criteria, what constitutes 'good' is relatively subjective and it is here that the 'art' of assessment outweighs the 'science'. Advocacy should be considered relative to the size, resources and profile of an organisation. Your Advocacy should be supported with tangible positive outputs and is considered in two ways; internal and external:

Internal Advocacy: is more pertinent to larger businesses, and includes activities such as creating military networks, publicising Reservist/Veteran/spousal etc. stories on internal communications channels, encouraging staff to join the Reserves by hosting local units for recruitment events and so on. Clearly, such activities are unnecessary in many smaller businesses, where internal communication tends to be informal.

External Advocacy: is relevant to all types and sizes of organisation and can include advocating the Defence People Agenda on social media, encouraging partner organisations and suppliers to sign the AFC and engage with the ERS, hosting events that promote the AFC, ERS and wider Defence People Agenda, using the AFC and ERS logos on websites, property and so on.

