

Hints and Tips when Going for Bronze

The Employer Recognition Scheme (ERS) is a three tiered scheme designed to recognise employers who have signed the Armed Forces Covenant. The first Award is Bronze, for those employers who declare their Intention to support Defence People. The information below will assist you in developing your support although we'd be very happy to discuss the process with you.

Promoting the fact that you are **Armed Forces-friendly** by:

- displaying the Armed Forces Covenant logo on your website,
- letting your suppliers, contractors and industry colleagues know you've signed the Armed Forces Covenant
- follow us on our social media channels

Supporting your employees who are members of the **Reserve Forces** by:

- granting additional leave for annual Reserve Forces training
- supporting any mobilisations
- actively encouraging and supporting membership of the Reserve Forces
- attend opportunities to engage with the Reserve Forces

Supporting the employment of **Service spouses and partners** by:

- advertise appropriate vacancies with Forces Families Jobs
- engaging with the military Families Federations
- providing flexibility in granting leave before, during and after a partner's deployment

Supporting the employment of **veterans and service leavers** by:

- recognising military skills and qualifications as part of your recruitment and selection process
- advertise appropriate vacancies with the Career Transition Partnership

Supporting your employees who are members of the **military cadet organisations** by:

- granting additional leave to attend annual training activities or personal development courses
- actively encouraging and supporting membership of cadet organisations
- supporting your local cadet unit
- attend opportunities to engage with local cadet units

Supporting **national events** either in person or across social media by:

- taking part in Armed Forces week
- the Poppy Appeal Day
- Remembrance Day activities

You may also wish to support **Armed Forces charities** with fundraising and supporting staff who volunteer to assist.

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