

## Compass launches new Armed Forces spouse policy

4 years ago



Ahead of Armed Forces Week, Compass Group UK & Ireland is introducing a new policy to support spouses of those in the Armed Forces working in the business.

This recognises the important role spouses play in supporting their partners who are serving – these are individuals who often have to manage family life at home, alongside working while their spouse maybe posted or relocated.

As a proud signatory of the Armed Forces Covenant, Compass Group UK & Ireland is dedicated to supporting those within the forces, ex-military and their families. The new policy takes Compass' commitment and support a step further recognising that often spouses give up their career or take a step backwards, when required to move due to partners being posted to another location or if they require time to support families at home.

Compass is now committing to:

- Provide an additional day of paid leave to support pre or post-deployments of three months or longer.
- Endeavor to redeploy military spouses to an alternative role internally on notification of a spouses posting. This has previously been done ad hoc but will now be required across the UK business.
- Recognise and celebrate military spouses on Compass' company annual Spouses Day through different events.

Sarah Tott, Army wife, has been with Compass Group UK & Ireland for five years: "When I heard about the new spouses policy I thought it was absolutely amazing. Over the last five years I have already benefitted

from the company's support in redeploying spouses to alternative roles on notification of postings, so it's great this is now being formalised across the business.

I have been supported in my career development over the years progressing from a steward, to a supervisor, then Front of House Manager with ESS. Most recently taking on roles in the ESS Hub and now the central Recruitment team. All of this has been done with the backdrop of regular postings following my husband around the country managing 7 moves in 13 years! There is a strong forces community in Compass and it's great to have people to lean on who make a great team together."

Camilla Howard, new Chair of the Compass Group UK & Ireland Armed Forces Committee, who has been with Compass Group UK & Ireland for six years: "There are so many spouses in our business, across all of our sectors, who will benefit from the extra time given to them to support and spend time with their loved ones either pre or post deployment. As an RAF Veteran and an Army spouse myself, I know the challenges that come with being a military family and juggling your own career.

Additionally, when colleagues are made aware they may need to relocate, it can be difficult to have these conversations with your managers. This policy should help provide reassurance to colleagues that they are able to have open discussions about new postings, so we are able to keep employees within the Compass family. It's so refreshing to work for a company who not only support veterans and reservists, but also the wider military family in this way."