

Gold in Defence Employer Recognition Scheme for Sodexo

3 years ago



Sodexo has retained its gold award in the Defence Employer Recognition Scheme (ERS). This recognises its continued commitment to support the armed forces community.

Sodexo was first awarded ERS Gold, the highest badge of honour, five years ago [in 2017](#). The [Defence Relationship Management scheme](#) is open to organisations which are signatories of the Armed Forces Covenant and recognises organisations which demonstrate or advocate support to the defence sector and the armed forces community.

To receive gold status Sodexo has demonstrated its [forces-friendly credentials](#) in the employment of ex-armed forces personnel and their families as well as those employees who are members of the Reserves. A commitment which has reinforced through its Social Impact Pledge and signatory to SSAFA's Friendly to Forces campaign.

Working closely with the MOD's Career Transition Partnership (CTP) all roles at Sodexo are advertised through the Forces Families Jobs site, and at a local level Sodexo helps the CTP to review CVs, conduct mock interviews and offers developmental feedback.

As part of its continued support Sodexo created an employee Reservist and Military network to give a voice to those in its workforce that are reserves, veterans, families of serving personnel as well as those with a connection or interest in the military. This network provides representation from this unique group to ensure Sodexo's policies and ways of working are inclusive to their needs.

One crucial area of support is helping individuals transition from military to civilian life and through its 15 year partnership with defence charity SSAFA helps in a number of ways. From [financial donations to the](#)

[charity's homelessness fund](#); fundraising activities, employee volunteering through to participation in [SSAFA's mentoring scheme](#) with a number of Sodexo employees, providing crucial advice and counsel for up to two years after they leave the military covering aspects from employment, relationships, housing and financial matters.

Across its defence sites, Sodexo supports work experience programmes locally for military personnel that are currently serving and in a transition period towards civilian life. This also includes for example CV writing, sessions to understand transferable skills from military to civilian employment and an opportunity to experience different departments and roles in Sodexo.

As a proud Gold ERS organisation Sodexo recognises the importance of sharing its experience and learnings to encourage others to sign the Armed Forces Covenant and participate in the ERS scheme and is planning a number of virtual sessions to do just this with its supply chain partners.

Rachel Evans, HR Director, Sodexo Government UK & Ireland said:

We are delighted to have retained our gold award in this important scheme. As a larger employer we recognise the value, knowledge, talent, qualities and skills that ex-service personnel and their families bring to our organisation.

We also understand the challenges they encounter when transitioning from military into civilian life and are committed to doing all we can to help them.

As a responsible business it is imperative, we do all we can to support those who are serving our country, and to help improve the communities in which we live and work.