

## Andron Awarded Silver Under the Defence Employer Recognition Scheme

2 years ago



Andron Facilities Management has been awarded silver in the Defence Employer Recognition Scheme (ERS) 2023.

The award from the Ministry of Defence (MOD) is in recognition of the support Andron gives to the defence and the wider Armed Forces community, which includes employing individuals from the Armed Forces community, actively ensuring that its workforce is aware of positive policies, demonstrating support for mobilisations of Reservists and providing at least five days' additional leave to Reservists and Cadet Adult Volunteers for training.

The ERS encourages employers to support defence and inspire others to do the same. The scheme encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support to defence and the armed forces community and align their values with the Armed Forces Covenant – a pledge from the nation that those who serve or who have served, and their families are treated fairly.

Andron, headquartered in Aberdeen but operating UK-wide, is one of Twenty-nine companies in the Highland RFCA area to have been awarded the prestigious Defence ERS Silver award for 2023.

Recognising the contribution of the Defence and Armed Forces Community

As an Armed Forces-Friendly organisation, Andron recognises the value of serving personnel, reservists, veterans, and military families to our business and our country.

Andron is committed to providing an inclusive working environment for all, and the company supports the

employment of the Defence and Armed Forces Community within our organisation, recognising military skills and qualifications in our recruitment and selection process. Through our positive HR policies and annual Unconscious bias training for managers, Andron ensures the Defence and Armed Forces community are not unfairly disadvantaged during employment, recruitment, or selection. For example, during employment interviews, it is up to the applicant if they wish to share their Forces membership, although this is not a requirement. Andron asks no personal questions regarding the job applicant's experience that are irrelevant to the role.

Andron also works with the Career Transition Partnership (CTP) to support veterans' employment and advertises applicable vacancies via the CTP recruitment board. Additionally, to support military spouses/partners, Andron has registered with Forces Families Jobs (FFJ) to advertise vacancies and offers periods of unpaid leave to support during times of deployment or when their partner/spouse is on leave.

Furthermore, Andron has an internal Armed Forces Network for current employees to support and encourage those within the Forces community, including reservists, veterans, cadet volunteers, and spouses/partners. This network provides a safe space for our employees to share ideas and connect, discuss their experiences and advocate for change.

Hannah Richmond, Senior HR Executive, said:

"We are absolutely thrilled to receive the silver award for the Defence Employer Recognition Scheme! At Andron, we appreciate the immense value of employing and supporting the Armed Forces community and have supported the Armed Forces Covenant and the ERS for some time. However, achieving silver has strengthened our commitment, which includes providing more support to Reservists, Cadet Force Volunteers and Veterans. We also take great pride in actively recognising and participating in significant awareness days like Reservists Day and Armed Forces Day. It's an opportunity to shine a spotlight on the incredible contributions of the Armed Forces community and further reinforce our unwavering support for our employees. This award serves as a testament to our ongoing dedication, and we're excited to continue making a positive impact alongside the extraordinary individuals who give so much."

A ceremony will be held at The Black Watch Museum in Perth on June 22 to present the winners with their awards.