

To receive a report on the Armed Forces Employer Recognition Scheme Bronze Award.

Report to: Personnel

Date of Report: 20.08.2026

Officer Writing the Report: Administration officer

Pursuant Minute: Personnel held on 25.6.26 minute nr. 24/26/27

Officer's Recommendations

Members are asked to consider signing up to the Armed Forces Employer Recognition Scheme (ERS) Bronze Award and delegate authority to the Office Manager to ensure the Town Council continues to meet and maintain the standards required for Bronze Award accreditation.

Report Summary

At the Full Town Council meeting on 4 June 2026, it was resolved that progression to the Defence Employer Recognition Scheme (ERS) is to be referred to the Personnel Committee for further consideration, due to the implications relating to staffing matters.

The Personnel Committee received a report at their meeting on the 25 June 2026, to consider signing up to the ERS Bronze Award. Members delegated authority to the Admin Officer to undertake a detailed review of the requirements for achieving the ERS Bronze Award, assessing how these align with the Council's HR policies and practices.

Following a review of the relevant Town Council policies and procedures, I am confident that the Town Council meets the requirements to proceed with an application for the Employer Recognition Scheme (ERS) Bronze Award.

The Council has demonstrated its commitment to the Armed Forces Covenant through its existing policies and employment practices, which support fair and inclusive recruitment, equality of opportunity, and recognition of the Armed Forces community.

To self-nominate for the ERS Bronze Award, the requirements are:

1. Signing the Armed Forces Covenant and registering via the ERS website;

Saltash Town Council comply with this requirement following the signing of the Covenant in June 2026.

2. Demonstrating understanding of the AFC and ERS commitments;

This requirement was addressed when the Covenant was signed; therefore, the Town Council is fully compliant with this commitment.

3. Promoting support for the Armed Forces community within the organisation;

The signing of the Covenant was a public pledge to support and provide fair treatment for the military community.

Saltash Town Council will continue promoting the Armed Forces in various ways.

4. Being a Forces-friendly employer;

A Forces-friendly employer is an organization that actively supports the Armed Forces community. This includes welcoming veterans, reservists, military spouses, and family members into the workforce. The Council demonstrated this by signing the Armed Forces Covenant and offering supportive workplace policies.

5. Be open to employing members of the Armed Forces community including;

- Reservists
- Veterans (including wounded, injured and sick)
- Cadet Force Adult Volunteers
- Military spouses/partners.

The Town Council's Recruitment and Selection Policy, together with its Disability Employment and Equality & Diversity policies, ensures that all applicants are treated fairly and provided with equal opportunities, regardless of their background or circumstances.

The Council is open to employing members of the Armed Forces community, including Reservists, Veterans (including those who are wounded, injured or sick), Cadet Force Adult Volunteers, and military spouses or partners. All candidates are assessed against the requirements of the relevant Job Specification, and where professional qualifications are not available, the Council actively considers relevant skills, knowledge and work experience.

It should be noted that the Bronze Award does not require the Town Council to provide additional leave for employees who are members of the Reserve Forces. This requirement applies at Silver Award level and can be considered once the Council has held the Bronze Award for a minimum of 12 months.

Whilst the Council supports members of the Armed Forces community, the provision of additional leave for Reservists is not a mandatory requirement for Bronze Award accreditation.

Signature of Officer:

Administration Officer