



The Naval Families Federation exists to speak up for Naval Service families. We represent their views and experiences to those who make the policies and decisions that affect them. Research shows that Naval Service spouses represent an untapped pool of skilled labour that could benefit organisations such as yours.

Naval Families
F E D E R A T I O N

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Building 25
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Portsmouth
Hampshire
PO2 8ER

Visit: www.nff.org.uk

The Naval Families Federation is a registered charity in England and Wales (1177107).

LEARN MORE...

For further information and advice about how to tap into this rich pool of talent, visit our website www.nff.org.uk, email us contactus@nff.org.uk, or call us on **023 9265 4374**

SPEAKING UP FOR NAVAL SERVICE FAMILIES

BEYOND THE CV



Naval Families
F E D E R A T I O N

Open your mind
to a great skill set

www.nff.org.uk

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Prince Harry described **military families** as “**role models**” for the public, saying that their values are “often lacking” in the modern world

77%

77% of Royal Navy and Royal Marines families own their home and they live in every county of the UK. Most families are stable with the serving person either weekly commuting from the family base to work or on deployment

Core Values

Royal Navy and Royal Marines spouses often take on the ethos and core values of the Armed Forces: commitment, courage, discipline, respect for others, integrity and loyalty

Make Decisions

Flexible, capable, and with good time management they are keen to get the job done, able to make decisions and make a difference

70%

Research conducted by the organisation Recruit for Spouses at a Naval base identified that nearly 70% of Royal Navy and Royal Marines spouses have either a degree or a professional or NVQ level qualification

\$1b

The US recognise that \$1Billion is lost to their economy every year due to military spouses being unemployed. The UK figure is unknown but likely to be significant

Work Hard

They are a talented, adaptable group who don't want special treatment, just an opportunity to work hard

SPEAKING UP FOR NAVAL SERVICE FAMILIES



Real life experiences of employment from Naval Service spouses

- “ Following a significant change in my husband’s working routine I was faced with the prospect of leaving a job I loved. Following an open and honest conversation with my line manager, I was offered the opportunity to work from home on a term time only basis. As a result of this, I was able to remain with the company and continue to develop the position. Nicola
- “ At times when my husband has been away or on deployment, my work life has been my sanctuary. I love being a mum but, I enjoy being me as well and want my children to see that you can have both. I currently find myself embarking on an amazing opportunity in the way of a degree paid for by my employers as a result of my commitment to them and theirs to me. Lyndsey

To take advantage of this rich pool of talent you may wish to:

- Offer opportunities for work experience/internships/acquaint days.
- Look past rigid criteria for job roles and recognise that a varied CV can reflect an adaptable, capable individual with broad experience.
- Support requests to transfer or find alternative roles within your company if employees need to accompany their serving partner when they are assigned to another location, where practical.
- Offer flexibility in working patterns.
- Provide a degree of flexibility in granting leave around deployments or short notice operational changes.



Flexible arrangements often benefit the company or organisation too. Tom Neil, who is a guidance writer for The Advisory, Conciliation and Arbitration Service (ACAS) has stated that they can “help to reduce absenteeism, increase productivity and enhance employee engagement and loyalty.”

Here’s what employers say

- “ As my Chief of Staff, Lucinda provides the ‘glue’ which keeps my business running smoothly. Her Naval background helps the business boost its performance through a better understanding of its customer base, and the range of skills which she employs as a military spouse ensure she is well equipped for this wide-ranging and challenging job. Richard Franklin, Head of Secure Communications at Airbus
- “ Lyndsey’s life experience has given my team a richness that could only be provided by a military spouse. Lyndsey has a natural ability to empathise with both colleagues and clients through the challenges she lived through and overcome in her life. I truly believe individuality is important in the workplace and Lyndsey’s unique perspective on things has enhanced both colleagues and customers. I am proud to call her a valued colleague. Jan Crossland, Market Leader for Portsmouth, Barclays Bank

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