



Application & Commitment Pack

One form. Three recognition levels. Completely free.

WELCOME TO THE EMPLOYER CHARTER

The Beyond the CV Employer Charter recognises organisations working to create fairer employment opportunities for military spouses and partners.

It is open to employers of every size and participation is completely free.

HOW TO COMPLETE THIS PACK

1. Complete your organisation details on page 2.
2. Read and agree to the six commitments on page 3.
3. Complete ONLY the page for your chosen recognition level:
Supporter (page 4), Champion (page 5) or Gold Partner (page 6).
4. Complete the declaration and permissions on page 7.
5. Save your completed PDF and email it to hello@btcv.co.uk.

IMPORTANT TO KNOW

You may apply directly for any level if you meet its criteria.

Champion and Gold Partner applications require examples of action or impact.

You do not need to guarantee jobs, make a donation, or offer impractical flexibility.

Recognition is subject to review and is not independent accreditation.

RETURNING YOUR APPLICATION

Email your completed application to hello@btcv.co.uk.

Attach supporting evidence where relevant.

Please do not send sensitive employee or applicant personal data.

Your Organisation

Please complete all relevant fields.

Organisation / trading name

Registered legal name (if different)

Primary contact name

Job title / role

Contact email address

Telephone number

Website (optional)

Business address / main operating location

Approximate number of employees (optional)

☐ 1-9

☐ 10-49

☐ 50-249

☐ 250+

RECOGNITION LEVEL REQUESTED (select one)

☐ Supporter

☐ Champion

☐ Gold Partner



Our Six Commitments

All applicants agree to these shared principles.

1. FAIR OPPORTUNITY

Consider individuals on their own merits, without assumptions based on their military family circumstances.

2. TRANSFERABLE SKILLS

Recognise relevant skills developed through work, education, volunteering and life experience.

3. MILITARY LIFE AWARENESS

Understand how postings, deployments and relocation can affect employment.

4. PRACTICAL FLEXIBILITY

Consider flexible arrangements where appropriate and commercially viable.

5. CAREER DEVELOPMENT

Support fair access to training, progression and professional development.

6. POSITIVE CHANGE

Challenge unnecessary employment barriers and encourage fair opportunities.

☐ We agree to uphold all six Beyond the CV Charter commitments.

Supporter | We Commit

Complete this page only if applying for Supporter.

Supporter is for organisations making a genuine commitment to fair consideration, awareness and at least one practical action over the next 12 months.

SUPPORTER REQUIREMENTS

- Agree to the six Charter commitments.
- Consider applicants fairly, based on individual merits.
- Share Charter principles with relevant recruitment decision-makers.
- Identify at least one practical action for the next 12 months.

What practical action will you aim to take in the next 12 months?

How will you share these principles with relevant colleagues?

Supporter is commitment-based. Evidence of completed changes is not required at this stage, although we may contact you to clarify your application.

Champion | We Act

Complete this page only if applying for Champion.

Champion recognises practical action. You must also meet the Supporter requirements and agree to the six Charter commitments.

What recruitment wording or processes have you reviewed, and what did you find?

How have you shared military family employment awareness with relevant teams?

What practical flexibility have you considered, where viable?

Give at least one specific example of meaningful action already taken.

You may attach supporting material; avoid identifiable applicant or staff data.

Gold Partner | We Demonstrate Impact

Complete this page only if applying for Gold Partner.

Gold Partner recognises sustained action and demonstrable positive outcomes.

You must also meet the Supporter and Champion requirements.

Describe the sustained actions your organisation has taken.

What positive outcomes or removed barriers can you demonstrate?

How have you shared good practice or encouraged wider awareness?

What supporting evidence is attached or available on request?

☐ We agree to an annual review of our Charter activities and outcomes.

Declaration & Submission

Please complete this page for every application.

By submitting this application, we confirm that the information provided is accurate to the best of our knowledge and that we will uphold the Charter commitments. We understand recognition is reviewed and may be withdrawn if commitments are not upheld or information has been misrepresented.

Name of authorised representative

Job title

Date (DD/MM/YYYY)

Typed signature / name confirming authorisation

OPTIONAL PUBLICITY PERMISSIONS

- ☐ Yes, list our organisation in the Beyond the CV employer directory.
- ☐ No, do not list our organisation publicly.
- ☐ Yes, contact us about possible case studies or shared good practice.
- ☐ No, please do not contact us about publicity opportunities.

These choices are optional and do not affect eligibility. We will seek separate approval before publishing any case study, quotation or additional details.

Email your saved PDF and relevant attachments to hello@btcv.co.uk.