

Liverpool City Region Fair Employment Charter
 Charter Framework

Healthy

Healthy workplaces are productive workplaces that are safe for those working in them, whilst recognising the importance of mental and physical health inside and outside of the workplace. We commit to safe workplaces supporting a healthy workforce:

We will do this by	A commitment to ensuring a safe and healthy working environment whether in the workplace, on the road or in the home
Aspiring	<ul style="list-style-type: none"> • Demonstrate compliance with baseline H&S requirements • Audit homeworking and other policies and engage workforce in developing approach
Accredited	<ul style="list-style-type: none"> • Meet ACAS guidance on safe working • A dedicated homeworking and/or travel policy • Demonstrate commitment to specific H&S work for example measures to keep staff and customers COVID safe

We will do this by	Understanding the importance of mental and physical health to wellbeing and productivity. Flexible working available to support work-life balance and community or caring commitments
Aspiring	<ul style="list-style-type: none"> • Demonstrate an understanding of the importance of mental health in the workplace • Audit practices to comply with fair hours approach
Accredited	<ul style="list-style-type: none"> • Dedicated workplace mental health policy with employees supported to identify and access available and appropriate services • Compliance with fair pay and fair hours requirements

Fair

Fairly paid, secure work is the foundation of good work and good workplaces. We commit to fair pay and fair hours:

We will do this by	A defined set of hours available to each worker, with minimal use of unstable and temporary contracts and flexible working to support productivity and wellbeing inside and outside of work
Aspiring	<ul style="list-style-type: none"> • Audit practices to identify any atypical contracts and consider how and whether they are needed.

Accredited	<ul style="list-style-type: none"> • Meet ACAS code of practice on handling flexible working requests • Take measures to minimise unnecessary use of unstable and temporary contracts outside of defined and specific circumstances, including regular reviews of these contract types, defined notice periods for working hours and referencing flexible working in job adverts
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We will do this by	Fair pay, offering Real Living Wage or above, and a commitment to supporting local partnership and co-operation in Liverpool City Region
Aspiring	<ul style="list-style-type: none"> • Identify those paid below Real Living Wage and put plans in place to work towards achieving the level of Real Living Wage
Accredited	<ul style="list-style-type: none"> • Pay Real Living Wage or above to employees, and work with defined contractors in identifying and planning achievable actions to develop a plan to pay Real Living Wage for this defined group

Inclusive

Good businesses and a successful economy can only be built if the talents of all are recognised and supported, barriers understood and removed, and talent maximised. We commit to inclusive workplaces that support staff to grow and develop:

We will do this by	A recognised Diversity Equality and Inclusion Policy representing all protected characteristics and proactive commitment to inclusivity and diversity in recruitment and retention
Aspiring	<ul style="list-style-type: none"> • Undertake an Equality Audit of staff and work towards improvements
Accredited	<ul style="list-style-type: none"> • Meet ACAS guidance on E&D • Give evidenced examples of action taken to improve equality, diversity and inclusion which may include targeted recruitment, creating career pathways, and promoting staff voice through support networks

We will do this by	The chance to access training so that staff can perform, develop and manage positively and effectively with procedures to recognise and support performance that involve and are supported by staff
Aspiring	<ul style="list-style-type: none"> • Plan to meet ACAS guidance on appropriate performance management and training policies
Accredited	<ul style="list-style-type: none"> • Meet ACAS guidance • A training plan which includes organisational induction and ensures all staff and managers receive appropriate training during paid time to enable them to do their job effectively, with development opportunities to support aspirations for progression.

Just

Workplaces that offer opportunities for all, a collective voice for all staff, and support the next generation to prosper underpin a more just present and an even better future for Liverpool City Region. We commit to a voice for staff to help deliver justice in the workplace with opportunities available for young people:

We will do this by	An independent voice for staff in the workplace with trade union recognition and membership encouraged and valued
Aspiring	<ul style="list-style-type: none">• Inform staff of their right to join a trade union and be willing to offer fair access to trade unions
Accredited	<ul style="list-style-type: none">• Engage with trade unions representing their staff and respond to requests for recognition where this does not exist

We will do this by	Building a fair future through opportunities, apprenticeships and work experience for young people
Aspiring	<ul style="list-style-type: none">• Offer work experience where possible and actively consider the benefits of apprenticeships or similar opportunities for young people
Accredited	<ul style="list-style-type: none">• Have a policy on work experience with a record of delivering opportunities for young people, and delivering apprenticeships where this is appropriate