

Section A: Scheme Summary

Name of Scheme:	Fair Work Charter
Location of Scheme:	West Yorkshire
Lead Organisation:	West Yorkshire Combined Authority
Applicable Funding Stream(s) – Grant or Loan:	Single Investment Fund
Growth Fund Priority Area (if applicable):	Not applicable
Combined Authority approvals to date:	The Combined Authority gave agreement in principle on 24 June 2021 for £600,000, over three years to develop, launch and embed a West Yorkshire Fair Work Charter, part of the Mayor’s pledge to support local businesses.
Forecasted Full Approval Date (Decision Point 4):	3 November 2021
Forecasted Completion Date (Decision Point 5):	30 July 2024
Total Scheme Cost for the preferred way forward (£):	£600,000
WYCA Funding (£):	£600,000
Total other public sector investment (£):	NA
Total other private sector investment (£):	NA

Is this a standalone Project?	Yes
Is this a Programme?	No
Is this Project part of an agreed Programme?	No

A.1 Scheme Description

The scheme will develop, launch, and embed a West Yorkshire Fair Work Charter.

The charter aims to boost workforce productivity, profitability, innovation, reduce in-work poverty, boost health and wellbeing, and promote greater economic inclusion for disadvantaged groups and communities. The charter aims to change employers’ behaviours and practices and will do this by addressing in-work poverty, poor mental health and resulting risk of exclusion from the labour market; barriers created by inequalities for many communities that lead to higher unemployment and lack of social mobility; improving innovation and productivity caused by inequalities

The scheme will recruit a dedicated team increasing capacity and expertise to undertake business engagement and communications and marketing activities to support the launch of the charter, to raise awareness of the charter and the benefits of getting involved and to encourage businesses to seek accreditation. Activities undertaken by the team will complement existing business engagement and support offered by the Combined Authority and its partners.

The scheme will also support a voluntary Steering Group of partners and stakeholders including representatives from the Chartered Institute of Personnel and Development, (CIPD), the Advisory, Conciliation and Arbitration Service (ACAS), the NHS, Chambers of Commerce and Federation of Small Businesses, to lead the development of the Fair Work Charter through co-design, consultation, and research into appropriate measures to enhance fairness in the workplace.,

This scheme is seeking approval for £600,000 from the Single Investment Fund.

A.2 Business Case Summary

Strategic Case

The scheme contributes to achieving the Mayor of West Yorkshire's pledge to support local business and also aligns with the Combined Authority's Strategic Economic Framework, specifically in relation to inclusive growth.

The experience of the COVID-19 pandemic has highlighted how some employment behaviours and practices have adversely impacted on people's physical and mental wellbeing and in-work poverty.

The Combined Authority agreed the funding in principle to deliver the scheme to support the Mayor's pledge and to support an inclusive economic recovery, which is a key aspiration of the West Yorkshire Economic Recovery Plan, the Combined Authority's response to the COVID-19 pandemic.

A Fair Work Charter secures commitment from employers to drive positive employment behaviours and practices and recognises their efforts through certification. When effectively designed, resourced, and implemented, a charter has the potential to address in-work poverty, wellbeing, inequality, and productivity challenges and change the way the economy works by creating an inclusive and accessible fair work 'movement' which benefits employees and employers.

The West Yorkshire Fair Work Charter aims to boost workforce productivity, profitability, innovation, reduce in-work poverty, boost health and wellbeing, and promote greater economic inclusion for disadvantaged groups and communities.

The Charter has the potential to positively change the way the economy works by creating an inclusive and accessible fair work 'movement' with better pay and working conditions and more inclusive recruitment which can create a more motivated and productive workforce, supporting employees, employers, and the economic recovery.

Economic Case

In September 2019, NP11, a partnership between the public and private sectors and Government that aims to drive prosperity and improve lives and Convention of the North, committed to adopting good employment charters across the North, setting a common definition of good work. Following this, the Leeds Enterprise Partnership (LEP) Board gave its support for the development of a Good Work Standard for West Yorkshire and the Inclusive Growth and Public Policy Panel proposed the common principles that West Yorkshire should follow in the development of any employment charter.

In July 2021, the Mayor convened a meeting of experts and stakeholders which established that there was significant interest in the region for having a charter and that a charter for West Yorkshire should be developed, aligning with the approach across the North, and to support the Combined Authority's plans for an inclusive economic recovery.

Commercial Case

Early engagement with organisations with the expertise to support the development of the charter will be undertaken, to gauge interest, with support from the Combined Authority's procurement team where appropriate.

The West Yorkshire Fair Work Charter will deliver the Mayor's pledge to deliver a Fair Work Charter. a comprehensive set of materials will be developed by experts engaged through the steering group (who have developed similar initiatives) which will ensure that activity to engage employers will have the maximum benefit for the region.

Financial Case

The total scheme costs are £600,000 which will be solely funded by the Combined Authority from the Single Investment Fund. The programme will run for three years.

The Combined Authority agreed £600,000 in principle on 24 June 2021, to support development of the West Yorkshire Fair Work Charter.

Management Case

The Combined Authority will deliver the scheme, with strategic oversight and guidance provided by the Business, Economy, and Innovation Committee. The scheme will report to the Mayoral Combined Authority Programme on progress against achieving the Mayor's pledge,

A steering group of partners and stakeholders has been set up including representatives from the Chartered Institute of Personnel and Development (CIPD), the Advisory, Conciliation and Arbitration Service (ACAS), the NHS, Chambers of Commerce and Federation of Small Businesses. The steering group will lead the development of the Fair Work Charter through co-design, consultation and research into appropriate measures which will enhance fairness in the workplace.