

**Report to:** Business, Economy & Innovation Committee

**Date:** 29 March 2022

**Subject:** **Fair Work Charter & Community Wealth Building**

**Director:** Liz Hunter, Director Policy & Development

**Author:** Mitchell McCombe, Policy Officer

Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## 1. Purpose of this report

- 1.1 To provide the committee with an update on the development of the Mayor's proposed Fair Work Charter, and on early-stage work to support the Mayor's commitment to promote the growth of community wealth building and alternative business models.

## 2. Information

### Background & Context

- 2.1 A key ambition of the Mayor is to ensure a fair and just recovery, including by:
- developing a Fair Work Charter for the region that would encourage good pay, fair and flexible working conditions, and promote greater wellbeing, diversity and social mobility within the workplace; and
  - supporting and championing local businesses to explore how to support the growth of co-operative, social enterprise, and worker-owned businesses.

- 2.2 The remainder of this report provides an overview of progress made against these key commitments.

### **Fair Work Charter**

- 2.3 The following is a summary of progress made is developing the Charter:

- Gainshare funding of £600k over three years has been approved by the Combined Authority to enable the development of the Charter and begin its delivery.
- An expert Steering Group has been established by the Mayor, chaired by the LEP Board's Diversity Champion, Kate Hainsworth, and it includes a range of stakeholders representing employer, worker, ED&I, and ethics/faith perspectives. The Steering Group has met twice (in October and November 2021), also via thematic workshops and bilateral discussions to further develop possible Charter content.
- Work is ongoing on securing alignment and added value with the work of others, including through:
  - Regular contact with Greater Manchester CA, Liverpool City Region, South Yorkshire CA and others in terms of ensuring a joined-up pan Northern approach, as far as possible.
  - Local area involvement, with Economic Development Officers, Heads of Human Resources, and Directors of Public Health represented on the Steering Group, and with Chief Executives, Political Leaders, and the LEP Chair briefed on progress.
- A public consultation has now been launched, which is scheduled to run until Easter. The aim of the proposed consultation is to seek views from as many perspectives as possible, including stakeholders, employers, employees and wider communities, to help shape the content of the Charter.
- It is proposed to invite the private sector members of each Combined Authority Committee to attend a workshop during the consultation period.

### **Community Wealth Building Policy Development**

- 2.4 Community Wealth Building ("CWB") is an approach to local economic development. It seeks to "redirect wealth back into the local economy, and place control and benefits into the hands of local people<sup>1</sup>".
- 2.5 It is often depicted as having five core elements: finance, land and property, spending, workforce and generative economy<sup>2</sup>. Anchor institutions (such as public sector organisations and other institutions such as universities) are also seen as having key roles to play. There is an emphasis on alternative

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<sup>1</sup> Scottish Government Definition of [Community Wealth Building](#)

<sup>2</sup> Centre for Local Economic Strategies: [Own Futures](#)

business models, including cooperatives, social enterprises and other worker-owned businesses.

- 2.6 The Combined Authority is in the process of developing early-stage policy thinking on community wealth and alternative business models, which it will bring forward to a future meeting of the Committee. The work to date has included engagement with local authorities, as well as with organisations with expertise in this area.

### **3. Tackling the Climate Emergency Implications**

- 3.1 The sustainability and climate implications of our region's economy is an important factor in considerations around community wealth. Encouraging greater circularity within the local economy is one way that this agenda can contribute to tackling the climate emergency.

### **4. Inclusive Growth Implications**

- 4.1 Despite our region's scale and strengths, too few employees in West Yorkshire currently enjoy 'Fair Work' in the sense of a thriving economy where everyone can fully participate, and all our diverse communities can benefit from growth.
- 4.2 The development of a Fair Work Charter is driven by the Mayor's ambition to deliver a fair and just economic recovery, and it is therefore central to ensuring Inclusive Growth.

### **5. Equality and Diversity Implications**

- 5.1 West Yorkshire is characterised by its rich diversity, both in terms of our population and the economy. The Mayor wishes to ensure that the Charter is relevant to and supports all our most disadvantaged communities and groups, including those with characteristics which are protected against discrimination under the 2010 Equalities Act, and others including for example:

- Care leavers
- Ex-offenders
- Those with refugee status
- Unpaid carers
- Social class

### **6. Financial Implications**

- 6.1 There are no financial implications directly arising from this report.

### **7. Legal Implications**

- 7.1 There are no legal implications directly arising from this report.

## **8. Staffing Implications**

8.1 There are no staffing implications directly arising from this report.

## **9. External Consultees**

9.1 No external consultations have been undertaken.

## **10. Recommendations**

10.1 That the Committee notes the update on the development of the Fair Work Charter, including the launch of the public consultation, and on progressing the early-stage policy development on Community Wealth Building.

## **11. Background Documents**

There are no background documents referenced in this report.

## **12. Appendices**

None