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**Report to:** Leeds City Region Enterprise Partnership Board (LEP Board)

**Date:** 31 March 2022

**Subject:** **Fair Work Charter**

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## **1. Purpose of this report**

- 1.1 To provide the LEP Board with an update on the development of the Mayor's proposed Fair Work Charter and to seek its support in maximising the awareness and engagement of the region's employers with the currently live public consultation.

## **2. Information**

- 2.1 A key shared regional ambition is to ensure a fair and just recovery. This includes the development of a Fair Work Charter that enables collaboration with the region's employers to help ensure West Yorkshire's workers receive the fairest possible pay and working conditions, as well as promoting greater employee wellbeing, workforce diversity, social mobility, and accelerates Inclusive Growth
- 2.2 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 in Autumn 2021. Chaired by the LEP Board's Diversity Champion, Kate Hainsworth, it includes a range of stakeholders representing employer, worker, inclusion, and ethics/faith perspectives.
  - The Steering Group has met twice, and via a series of thematic workshops and bilateral discussions with a view to co-designing the Charter on behalf of the Mayor.
  - Work is ongoing by the Steering Group and secretariat on securing alignment and added value with the work of others, including through:
    - Regular contact with Greater Manchester, Liverpool City Region, South Yorkshire, 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 was launched on 11<sup>th</sup> March on the Combined Authority's Your Voice web site ( <https://www.yourvoice.westyorks-ca.gov.uk/fwc> ), which is scheduled to run until Easter 2022. The aim of the consultation is to seek views from as many perspectives as possible, including stakeholders, employers, employees, and wider communities. The findings of the consultation process will be used to help shape the content of the Charter so that it is as relevant as possible to all types of employer including in terms of location, size and sector, and beneficial to as many of the region's one million employees as possible.
- A slide pack, which accompanies the consultation and is included at Appendix 1, outlines the development of the proposed Charter, including its rationale in terms of:
  - challenges to be addressed including socio economic inequalities such as the variance in the economic activity rates between different groups and communities within the region, and
  - the significant opportunities to be seized by employers from the closing of these identified gaps such as the productivity and reputational benefits from a more diverse, healthy, fairly paid, and highly skilled workforce.
- The associated Summary Communications Plan for the consultation is included at Appendix 2. As part of the consultation and engagement process, a dedicated Workshop for Private Sector Committee members has been arranged.

2.3 Following the proposed close of the consultation in April, the following next steps are envisaged:

- Consultation response analysis and reporting: May
- Begin Charter delivery team recruitment: May
- Draft Charter finalised by Steering Group, Political Leaders and LEP Board: June
- Launch of Charter: Summer 2022

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

3.1 There are no tackling climate emergency directly arising from this report.

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

4.1 Despite our region's scale and strengths, there is an opportunity for more of its employees to enjoy 'Fair Work' in the sense of creating a thriving economy where everyone can fully participate and benefit, 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 The public consultation outlined in this report will be based on inclusive engagement principles, as set out in Appendix A.

## **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 The proposals for a Fair Work Charter referred to in this report have been developed in consultation with a range of external partners on the Steering Group referred to in Section 2.2

## **10. Recommendations**

- 10.1 That the LEP Board notes the update on the development of the Fair Work Charter, including the launch of the public consultation process, as set out at 2.2.
- 10.2 That the LEP Board discusses the opportunities to maximise the awareness and engagement of the region's employers with the consultation.

## **11. Background Documents**

There are no background documents referenced in this report.

## **12. Appendices**

- 12.1 Appendix 1 – Fair Work Charter Slide pack
- 12.2 Appendix 2 - Summary Consultation and Communications Plan