



“This Business Charter signals a commitment to a new way of working in the City that maximises Nottingham’s potential and ensures that we work together to improve the economic, social and environmental wellbeing of Nottingham. We, in Nottingham City Council, have already adopted these and want you all as our contracted suppliers, the wider business community, other public sector bodies and third sector organisations to adopt them too.” Councillor Nick McDonald Portfolio Holder for Jobs, Growth and Transport

This Charter identifies the actions and activities that Nottingham City Council and our contracted suppliers will deliver. This will bring about economic growth and prosperity and help transform Nottingham from a good to a great city.

Charter Principles:

- Support the growth of the local economy
- Be a good employer
- Be fair and transparent
- Be environmentally responsible

Charter Signatories will:

- Take an active part in improving the economic, social and environmental well-being of Nottingham.
- Identify outcomes through their commissioning and procurement
- Commit to the principles below as soon as is practically possible to do so

Guidance:

- Future commissioning and contracting decisions will take account of the principles of this Charter
- All the principles and policies of the Charter will be mandatory and will be included in the terms and conditions of new NCC contracts for:
 - Individual contracts over £1,000,000 (total contract value) for services and works
 - Individual contracts over £1,000,000 per annum for goods

Support the growth of the local economy

Charter signatories will:

- Create employment and training opportunities for local people
 - Creating apprenticeships and/or traineeships
 - Creating general entry-level employment opportunities
 - Offering work experience placements
 - Offering internships and graduate placements
- Buy Nottingham First – where possible purchase from a local business
- Undertaking school visits to support learning and careers events
- Providing in-kind support for Employment and Skills programmes

Mandatory for All

- Seek opportunities (via Aspire) to work with schools to help to ensure that the young people of Nottingham are equipped with the right skills to match the present and future requirements of the labour market.
- Commit to create employment and training opportunities for local residents, including people with disabilities and support people into work and work experience placements.
- Encourage their suppliers to endorse the principle of 'Buy Nottingham First' throughout their supply chains.
- Use the Nottingham Jobs Hub service to recruit all entry level job vacancies and apprenticeships

Mandatory above Threshold, and Voluntary below Threshold

- Support the local economy and create much needed jobs and apprenticeships by adopting procurement strategies that remove barriers to local businesses.
- Support the local economy by choosing suppliers close to the point of service delivery where possible.

Be a Good Employer

Charter signatories will support staff development and welfare and commit to paying the Nottingham Living Wage or have a clear plan for moving to paying the Nottingham Living Wage.

Mandatory for all

- Provide a safe and hygienic working environment.
- Not using zero hour contracts, but instead utilising contracts that allow for suitable flexibility to both employer and employee.
- Not discriminate in respect of recruitment, compensation, access to training, promotion, termination of employment or retirement based upon race, caste, national origin, religion, age, disability (including learning disability), mental health issues, gender, marital status, sexual orientation, union membership or political affiliation.

Be Fair and Transparent

Charter signatories will commit to employing the highest ethical standards and operate in a fair and transparent way.

Mandatory for all

- Work to the highest standards of business integrity and ethical conduct
- Work in an inclusive way and actively promote equality and diversity
- Ensure the well-being and protection of work forces, supported by policies.
- Adopt best practice when procuring goods and services

Be Environmentally Responsible

Charter signatories will commit to protecting the environment, minimising waste and energy consumption and using other resources efficiently.

Mandatory for all

- Eliminate unnecessary waste by adopting the “reduce, reuse, recycle” philosophy.
- Reduce your carbon footprint – be aware of the main impacts on carbon emissions
- Protect the environment and minimise adverse impacts and work with your supply chain to adopt these principles

DRAFT: MD & S