

WHAT WE DO	HOW WE DO IT				
<b>Can show a clear reward, recognition and benefits structure</b>	Display a commitment to real living wage or providing other enhanced benefits	Colleagues demonstrate satisfaction with remuneration terms and conditions	Any bonus system has clear, agreed principals	Provides contractual sick pay & ill health retirement provision	Demonstrate clear pay policy and transparent pay structure
<b>Provide secure employment for all</b>	Provide job security. Only use short term/ seasonal/ agency staff where absolutely necessary	Strive to provide to minimum guaranteed hours to all	Give clear contracts at beginning of employment	If providing a zero hours contract, ensure it is mutually fair	Clearly define self-employed / agency worker status
<b>Actively listen to employee voice &amp; communicate clearly</b>	Adopt behaviours, practices and a culture that support effective voice and embed this at all levels	Ensure employees are provided with meaningful information	Establish communication channels which encourage debate, challenge and innovation	Where TUs aren't recognised, establish a staff consultative body	Provide paid facility time and proper ongoing training for all reps
<b>Promote and prioritise mental and physical health and wellbeing</b>	Provide as safe an environment as possible, use measures to foster positive health	Provide regular & appropriate awareness training for all (hold compulsory return to work interviews)	Promote initiatives to encourage physical/ mental wellbeing of staff	Demonstrate support given to staff in their own unique circumstances	Have an EAP programme and refer to OH where applicable
<b>Advocate and endorse clear, positive behaviours and responsibilities</b>	Be an organisation which demonstrates active commitment to E, D and I	Invest in trained and competent line managers	Support EDI networks where staff can explore and improve knowledge and understanding	Consistently apply policy across individuals, departments & teams???	Promote open culture of understanding, acceptance and discussion
<b>Demonstrate commitment to meaningful job design and nature of work</b>	Provide work with meaning and clarity of purpose (SMART) objectives	All staff recognise their role in developing colleagues through effective support & appraisals	Offer career progression that is supported by training & job-related development opportunities	Offer meaningful, high quality apprenticeships with committed/ supportive mentors	Support and promote skills development through part-time education and voluntary work
<b>Support acceptable work-life balance where practical to do so</b>	Ensure staff understand work-life balance and are able to achieve it	Regularly review personal circumstances	Have contractual annual leave above statutory requirements	Support flexible and/or hybrid working arrangements	Provide appropriate equipment and training

Throughout our commitment to Good Work there is an underlying consideration to deliver a sustainable, low carbon economy, to reduce carbon emissions and increase resource efficiency & sustainability.