

# RESURGAM

## CHARTER

Committed to a fairer,  
greener future for Plymouth

### 1

#### SPEND

- Join the Plymouth Supplier Directory so that companies that are looking for local goods and services, can find you and you can find local suppliers too.
- Request delivery of one or more of the Resurgam Charter Commitments in the delivery of works, goods and services.

### 2

#### EMPLOY

- Increase the proportion of employees that have contracts that offer employment security through provision of sick pay, holiday rights, pensions and working hours. Use casual worker contracts only for specific appropriate purposes, where agreed by both parties and atypically
- Be proactive in attracting, recruiting and retaining people from diverse communities in our workplace.
- Provide access to flexible working across the organisation to accommodate personal circumstances, particularly to overcome short term challenges.
- Pay all staff the real (Living Wage Foundation) Living Wage, or have published a strategy to do so.
- Commit to improving the health and wellbeing of our staff through delivery of a strategic objective for our organisation.
- Have an organizational approach to minimizing or eliminating any “pay inequality” for groups with protected characteristics.
- Publish the ratio between the pay of the CEO and the rest of the staff and explain year on year changes.
- Managers have the skills they need to manage and develop people.

### 3

#### UPSKILL

- Join the Employer Hub of the Skills Launchpad and provide future Labour Market Information so that future employees are upskilling now to meet your needs.
- Support practical, vocational routes to career entry and progression that start with meaningful, paid placements and include apprenticeships.
- Participate in a network of businesses that works together to increase skills, enable career progression and increase average wages in your sector through cross-sector training programmes and a thriving jobs market.

### 4

#### COMMUNITY

- Regularly engage with the local community in ways that improve opportunities and employability, for example, through formal volunteering or offering pro bono support, or use of land or premises.
- Provide pro-bono support to voluntary organisations so that they have a digital presence, particularly on Plymouth Online Directory
- Volunteer – register on Our Plymouth
- Support schools, youth groups etc. with reading, workplace visits, interview skills and placements.
- Donate to local projects through Crowdfund Plymouth.
- Sign the Armed Forces Covenant.

### 5

#### ENVIRONMENT

- Have, and implement, a policy on minimising environmental impact through the business that includes action on climate.
- Map the businesses environmental vulnerabilities and integrate adaptation into decision making.
- Calculate carbon emissions and report them year on year.
- Reduce the environmental impact of transport by joining the Plymotion in your Workplace programme.
- Reduce the impact of buildings