



Birmingham Business Charter for Social Responsibility Guidance (BBC4SR)

On the following pages you will find information on what the Birmingham Business Charter for Social Responsibility (Charter) is.

What is the Charter (or BBC4SR)?

The BBC4SR forms part of the terms of Birmingham City Council (BCC) contracts and Conditions of Grant Aid (COGA) and all commissioning and contracting decisions will take account of the Themes within it.

In addition, any organisation can become Charter accredited on a voluntarily basis (i.e. not through a contract or grant process and subject to meeting Charter criteria). Often organisations use the Charter to help them manage their CSR (Corporate Social Responsibility) activity.

The BBC4SR has 2 main objectives which are delivered through 6 Themes:

(i) Promote good practice. The BBC4SR is a set of guiding Themes which the Council adheres to and invites all organisations to adopt as a mechanism for managing delivery of their social value. These may not all be measured but will reflect the ethos and standard of best practice of an organisation which we would expect from a BBC4SR accredited organisation.

This is particularly the case of the Good Employer and Ethical Procurement themes where organisations adoption in line with the BBC4SR are not enforceable are legally required), but are promoted here as best practice in doing business.

(ii) Seek relevant and proportionate commitments related to the subject matter of the contract. In accordance with PCR15 Regulation 70 which allows for inclusion of special conditions, which may include economic, social and environmental considerations. These commitments form the basis of a Social Value Action Plan that covers the life of the contract and is robustly managed throughout the contract period.

The thresholds below apply to bidders when tendering for Council contracts or applying for a grant.

	Tier 1	Tier 2
Contract value	<pcr15 td="" threshold<=""><td>>PCR15 Threshold</td></pcr15>	>PCR15 Threshold
Grants	<£200,000	>£200,000

PCR15 thresholds are published by Crown Commercial Services and are subject to change in January every 2 years. The most recent change was in January 2022.

All bidders and grant applicants are required to pay the Real Living Wage to employees servicing Council Contracts, regardless of contract / grant value. The rules governing which employees qualify and the Real

Living Wage rates are set by the Living Wage Foundation (<u>Living Wage Foundation</u>). The Wage policy provides more information on the Living Wage.

The Match My Project portal (Match my project) is where businesses offer support to community organisations by completing a project that they need help with. Those with contracts and grants in tier 1 are encouraged to complete at least 1 project from the Match My Project portal within the duration of the contract. Tier 2 contractors and grant recipients are required to deliver at least 1 project from the Match My Project portal, per year of the contract/grant.

Tier 2 contractors and grant recipients are required to complete a Social Value Action Plan. The template for the action plan can be found on the Charter pages BBC4SR.

Why become accredited?

There are a number of reasons why organisations should become accredited to the Charter:

- It is a requirement that contracted organisations to the Council comply with the Charter
- By becoming an accredited signatory it will help to manage the organisation s Social Value
- Under the Public Services (Social Value) Act 2012 it is mandatory for contracted suppliers and voluntary accreditations to demonstrate social value.
- Driven by the public sector, it is a mandatory requirement to become an accredited signatory for sub-contractors.
- The Birmingham Business Charter for Social Responsibility is recognised in the marketplace as a means to demonstrate best practice in securing Social Value outcomes for citizens.

How does my organisation become accredited?

At the heart of the Charter process is a Social Value Action Plan. Any organisation wishing to become Charter accredited needs to complete an action plan. The action plan template can be downloaded from <u>Birmingham City Council Charter webpage</u>

There is further guidance on the first sheet of the action plan about the specifics for completing it. If your organisation is becoming Charter accredited as a result of a successful tender process then the action plan would have been submitted as part of the tender return. If your organisation is applying to become Charter accredited separately from any tendering process (as a voluntary charter accreditation) then the action plan needs to be emailed to the Charter team mailbox (at bbc4sr@birmingham.gov.uk). Council staff will work with you to shape your action plan in order for it to be acceptable for accreditation. Once this is done you will receive a certificate and will be added to the list of Charter accredited organisations on the web site. If you require any help during the process then contact the Charter team on bbc4sr@birmingham.gov.uk

What am I committing to when I become Charter accredited?

When you become Charter accredited you are committing to deliver the commitments that you have specified in your action plan.

What makes a good action plan?

An action plan needs to be relevant, proportionate, specific and measurable.

products to those who need it. The Active Wellbeing Society (theaws.co.uk) can provide more information and provide ways that you can donate locally.

What does each of the Themes mean?

There are 6 Themes within the Charter and each has a set of actions to help identify what

Contractors and their supply chains should provide a safe and hygienic working environment and where appropriate work collaboratively with the appropriate trade unions to identify and implement reasonable real-world initiatives related to safety in the workplace.

Show a clear intent and positive commitment to the health and wellbeing of employees, which encourages healthy lifestyle choices that assist with addressing health issues through the adoption of policies such as the Workplace Wellbeing Charter.

Promote diversity and inclusiveness, 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.

Have an equality, diversity and inclusion strategy

Have a policy that explicitly bans discrimination, bullying and harassment based on age, disability, gender identity, race, religion, sexual orientation and other protected characteristics and regularly monitor incidences of bullying and harassment based on these. Look to introduce a Transitioning at Work, or Transgender Inclusion Policy if not already

of all construction workers to be employed under and to be protected by the appropriate national industry collective agreement applicable to the construction industry.

Contractors and their supply chains should support the bapping of single-use plactics in the

Contractors and their supply chains should support the banning of single-use plastics in their place of work and in the goods and services they provide.

Theme: Partners in Communities

BBC4SR accredited organisations will play an active role in the local community and support organisations, especially in those areas and communities with the greatest need.

Use the Match my project portal as the primary channel to provide support to community organisations.

Build capacity by supporting community organisations with resources and expertise in areas with the greatest need, for example mentoring and working with youth organisations and services

Make a local impact by improving local facilities and areas, for example staff volunteering schemes.

Provide support to third sector organisations and work with third sector organisations to deliver services and contracts, particularly those organisations working for the prevention of homelessness.

Have a shared

Themes	SV Outcomes	Ref National TOMS	Measures	Units (How measured)	Financial Proxies
Local Employment	More opportunities for disadvantaged people	NT4	No. of employees (FTE) taken on who are not in employment, education, or training (N⊞Ts)	No. people FTE	£14,781.56
Local Employment	More opportunities for disadvantaged people	NT5	No. of employees (FTE) taken on who are rehabilitating young offenders (18-24 y.o.)	No. people FTE	£24,527.15
Local Employment	More opportunities for disadvantaged people	NT6	No. of jobs (FTE) created for people with disabilities	No. people FTE	£16574.32
Local Employment	More opportunities for disadvantaged people	NT7	No. of hours dedicated to supporting unemployed people into work by	I	1 1

Themes	SV Outcomes	Ref National TOMS	Measures	Units (How measured)	Financial Proxi
Employment					
Local Employment	Improved employability of young people	NT13	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	No. weeks	£168.72
Buy Local	More opportunities for local SMEs and VCSEs	NT14	Total amount (£) spent with VCSEs within your supply chain	£	£0.12
Buy Local	More opportunities for local SMEs and VCSEs	B0C4	How many procurement opportunities will you post on Finditinbirmingham?	No. of opportunities	Record only
Buy Local	More opportunities for local SMEs and VCSEs	NT18	Total amount (£) spent in LOCAL supply chain through the contract. (within 30 miles of the point of service delivery)	£	Record only
Buy Local	More opportunities for local SMEs and VCSEs	NT19	Total amount (£) spent through contract with LOCAL SMEs (within 30 miles of the point of service delivery)	£	Record only
Partners in Communities	Orime is Reduced	NT24	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, private security, etc.)	£ invested including staff time	£1.00
Partners in Communities	Creating a healthier community	BCC5	Number of individuals in fuel poverty assisted with energy efficiency measures	No.	Record only

Themes	SV Outcomes	Ref National TOMS	Measures	Units (How measured)	Financial Proxies	
Partners in	More working with the	•				
Communities	· ·					

It is a requirement that all employees working on Council contracts are paid the Real Living Wage in respect of those hours. The details will be reflected in the terms and conditions of the contract. Birmingham has become a Living Wage City, so we encourage organisations to become a Living Wage Foundation accredited organisation in their own right. You can find out how to do this by visiting Living Wage website

The Living Wage is <u>not</u> the same as the National Living Wage. The Real Living Wage is set independently by th