

Charter Themes, Outcomes and Measures

Themes	SV Outcomes	Ref National TOMS	Measures	Units (How measured)	Financial Proxies
Good Employer	A fair level of pay	BCC1	Pay the Real Living Wage to employees servicing Birmingham contracts in accordance with the BCC LW Policy	No. uplifted to the RLW	Record only
Ethical Procurement	Sustainable procurement is promoted	NT23	Percentage of procurement contracts that includes commitments to verify anti-slavery and other relevant requirements.		

Themes

SV Outcomes

Ref National
TOMS

Measures

Units
(How measure

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Units
(How measured)

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Green and Sustainable	Better places to live	NT34	Voluntary time dedicated to the creation or management of green infrastructure, to increase biodiversity or keep green spaces clean	No. staff volunteering hours	£14.43

