

**EXECUTIVE DECISION RECORD**  
**Cabinet Member**

**REF No: 88/23**

<b>A1</b> Service Area	Chief Executive's
<b>A2</b> Title	Good Work Charter
<b>A3</b> Decision Taken By	Leader
<b>A4</b> Chief Officer	Please print name: Andy O'Brien  Please sign name: (Approval by email)
<b>A5</b> Leader / Deputy Leader	Please print name: Councillor Michael Fitzpatrick  Please sign name: (Approval by email 31/10/23)
<b>A6</b> Date of Decision	31 <sup>st</sup> October 2023

**Confidentiality**

<b>A7</b> Is this Decision confidential by containing exempt information as described in Schedule 12A of the Local Government Act 1972?	No ( <i>please delete as appropriate</i> )
<b>A7.1</b> If yes, please state relevant paragraph from Schedule 12A LGA 1972.	Paragraph n/a

**Conflict of Interest**

Are there any conflicts of interest to declare? No (*please delete as appropriate*)

(If "Yes" please contact the Chief Executive before making the Decision. A note of dispensation should be attached).

**Scrutiny/Audit**

**A8** Which Committee should this decision be submitted to? *(Please tick as appropriate)*

Scrutiny (Value for Money Council) Committee

Scrutiny (Regeneration Development and Market Hall) Committee

Scrutiny (Health and Wellbeing) Committee

Scrutiny (Climate Change and Environment) Committee

Audit Committee

<b>B1</b> What is the Decision?	<p>B1.1 To conclude the Corporate Plan objective PB10, and not create our own Fair Employment Charter. Instead, to actively engage in the larger Midlands region Good Work Charter. Thereby creating potentially greater opportunities for the Borough's employers, by the following actions:</p> <p>B1.2 To sign ESBC up to the Charter to show our commitment to aspire to being a 'Good Employer'</p> <p>B1.3 To champion and promote this across East Staffordshire, to public and private sector organisations.</p>
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<p><b>B2</b> What are the reasons for the Decision?</p> <p><b>B2</b> Alternative options considered and rejected?</p>	<p>Signing up to, and promoting, the developing Midlands Good Work Charter provides an excellent opportunity for us to achieve the aims of fair/good employment, which are behind the original Corporate Objective.</p> <p>The purpose of and focus of the Midlands Charter is on the longer-term impact of good work practices on the region's infrastructure, investment, social well-being and local communities. Key areas of interest include how good work practices can positively impact productivity, improve quality of working lives, identify solutions, and tackle skills shortages.</p> <p>The Midlands Good Work Charter was initiated by ACAS and is based on extensive regional consultation and research carried out by midlands universities. This is now being led by 'Midlands Engine'. The potential opportunities and resources available from this existing network are much larger than those that might otherwise be available to ESBC working alone.</p> <p>The alternative was as the original objective: to work with partners to create a fair employment charter (i.e. an ESBC scheme). In researching some existing Fair Employment and Good Employment Charters, it was found that the notable schemes have been developed by regional Combined Authority's on a much larger scale with dedicated resources employed. In the midlands, consultation has already been completed and a charter created, some Staffordshire organisations have already signed up to this. Therefore, the original objective is rejected and replaced as B1 above.</p>
<p><b>B3</b> What are the contributions to Corporate Priorities?</p>	<p>PB10 Work with partners to create a fair employment charter.</p>
<p><b>B4</b> What are the Human Rights considerations?</p>	<p>There are no Human Rights issues arising from this decision.</p>

### Financial Implications

<p><b>B5</b> What are the financial implications?</p>	<p>The main financial issues arising from this decision are as follows: Officer and Member time, met from existing resources. Other than that there are no direct budgetary implications.</p>
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Revenue	2023/24	2024/25	2025/26
	0	0	0

Capital	2023/24	2024/25	2025/26
	0	0	0

The finance section has been approved by the following member of the Financial Management Unit:	Please print name: Stephen Fitzgerald  Please sign name: (Approval by email 31/10/23)
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### Policy Framework

<b>B6</b> Is the Decision wholly in accordance with the Council's policy framework?	Yes ( <i>please delete as appropriate</i> )
<b>B6.1</b> If No, does it fall within the urgency provisions (Part 3 of the Constitution)?	NA ( <i>please delete as appropriate</i> )
<b>B6.2</b> Has it got the appropriate approvals under those provisions?	NA ( <i>please delete as appropriate</i> )
<b>B7</b> Is the Decision wholly in accordance with the Council's budget?	Yes ( <i>please delete as appropriate</i> )
<b>B7.1</b> If No, does it fall within the urgency provisions (Part 3 of the Constitution)?	NA ( <i>please delete as appropriate</i> )
<b>B7.2</b> Has it got the appropriate approvals under those provisions?	NA ( <i>please delete as appropriate</i> )

### Equalities Implications

<b>B8</b> What are the Equalities implications: Equalities are embedded in the Midlands Good Work Charter commitments
<b>B8.1</b> Positive (Opportunities/Benefits): Being an organisation which demonstrates active commitment to Equality Diversity and Inclusion as an employer.
<b>B8.2</b> Negative (Threats): n/a
<b>B8.3</b> The subject of this decision is [not] a policy, strategy, function or service that is new or being revised. An equality impact assessment is not required.
<b>B8.4</b> The equality impact assessment identified the following actions to be carried out: n/a

### Risk Assessment

<b>B9</b> What are the Risk Assessment implications: n/a
<b>B9.1</b> Positive (Opportunities/Benefits):
<b>B9.2</b> Negative (Threats)
<b>B9.3</b> The risks do not need to be entered in the Risk Register. Any financial implications to mitigate against these risks are considered above.

### **Legal Considerations**

<b>B10</b> What are the Legal Considerations:
<b>B10.1</b> There are no significant legal issues arising from this decision
<b>This section has been approved by the following member of the Legal Team</b>
Please print name: John Teasdale
Please sign name: (Approval by email 31/10/23)

### **Sustainability Implications**

<b>B11</b> What are the Sustainability implications: n/a
<b>B11.1</b> The proposal [would/would not] result in an overall positive effect in terms of sustainability (including climate change and change adaptation measures). The positive/negative impacts are set out below (please refer to guidance notes).
<b>B11.2</b> Positive (Opportunities/Benefits):
<b>B11.3</b> Negative (Threats):

### **Health & Safety Implications**

B12 What are the Health & Safety implications:

Providing a safe working environment, promoting and prioritising mental and physical health and well-being are included in the Midlands Good Work Charter commitments

B12.1 A Risk Assessment has not been carried out and entered into Safety Media for all significant hazards and risks because there are no significant hazards or risks arising from this decision.

B12.2 [The significant hazards and risks have been identified in the Safety Media Risk Assessment numbered [ ]. Any financial implications to mitigate against these hazards and risks are considered above.]

B12.3 [Control measures and an action plan have been identified for any significant hazards and risks identified in the risk assessment. The positive/negative impacts are set out below]

B12.3.1 Positive (Benefits)

B12.3.2 Negative (Threats)

### Key Decision

**B13** Is this a Key Decision?      No (*please delete as appropriate*)

**Note: A Key Executive Decision is one where:**

- 1. REVENUE – Any contract or proposal with an annual payment or saving of more than £100,000**
- 2. CAPITAL – Any capital project with a value in excess of £150,000**
- 3. A decision which significantly affects communities living or working in an area comprising two or more wards.**

**B13.1 If this is a Key Decision, is this an urgent decision such that a delay caused by use of the Call-in Procedure would seriously prejudice the public interest?**

*NA (please delete as appropriate)*

**B13.2 If yes, has the Mayor or in his/her absence the Deputy Mayor or in his/her absence the Chair of the relevant Scrutiny Committee agreed that the decision will be exempt from Call-in?**

*NA (please delete as appropriate)*

**NOTE: If this decision is subject to the Call-in Procedure it will come into force, and may then be implemented, on the expiry of 3 working days after publication – unless 10 Members of the Council call in the decision.**

Please send the original signed document to [andrea.davies@eaststaffsbc.gov.uk](mailto:andrea.davies@eaststaffsbc.gov.uk)