



Nottingham City Council

Business Charter



Nottingham
City Council



“ The Nottingham Business Charter is a way of doing business in the city to promote and support sustainable growth, social and environmental wellbeing.



Signatories to the Charter will become part of a network of organisations that can do business together, whilst supporting the Charter principles to promote economic prosperity and social environmental wellbeing.



The Charter also provides a way to create more employment and training opportunities for Nottingham city residents. With Nottingham Jobs we will help employers to find the right people for their business. This free service helps employers to employ the right people with the right skills.

The Charter identifies the actions and activities that Nottingham City Council, our contracted suppliers and partner organisations will deliver to bring about economic growth and prosperity and help transform Nottingham from a good to a great city.”

Councillor Sam Webster
Portfolio Holder for Business, Education & Skills

Charter Principles:

- Support the growth of the local economy
- Be a good employer
- Be fair and transparent
- Be environmentally responsible

Charter Signatories will:

- Take an active part in improving the economic, social and environmental well-being of Nottingham
- Promote the Charter within their own supply chain and encourage their suppliers to adopt the principles of the Charter
- Commit to the principles of the Charter and implement these principles at the earliest opportunity

Nottingham City Council's Commitment will ensure that it:

- Takes account of the principles of this Charter in all future commissioning and contracting
- Makes the principles and policies of the Charter a condition of businesses contracting with the Council:
 - Individual contracts over £1,000,000 (total contract value) for services and works
 - Individual contracts over £1,000,000 per annum for goods



Charter Principles

Support the growth of the local economy

Where possible Charter signatories will:

- Use the free Nottingham Jobs service to offer employment and training opportunities for local people when creating
 - Apprenticeships and/or traineeships
 - General entry-level employment opportunities
 - Work experience placements
 - Internships and graduate placements
- ‘Buy Nottingham First’ – purchase from a local business
- Undertake school visits to support learning and careers events
- Provide in-kind support for Employment and Skills programmes
- Seek opportunities (via Aspire) to work with schools to help to ensure that the young people of Nottingham are equipped with the right skills to match the present and future requirements of the labour market
- Commit to create employment and training opportunities for local residents, including people with disabilities and support people into work experience placements
- Encourage suppliers to endorse the principle of ‘Buy Nottingham First’ throughout their supply chains
- Support the local economy and create jobs and apprenticeships by adopting procurement strategies that remove barriers to local businesses
- Support the local economy by choosing suppliers close to the point of service delivery

Be a Good Employer

Charter signatories will support staff development and welfare and commit to paying the living wage or have a clear plan for moving to paying the living wage.

Signatories will provide a safe and hygienic working environment and not discriminate in terms of recruitment, compensation, access to training, promotion or termination of employment on any grounds.

We also ask Charter signatories not to use zero hour contracts, but instead utilise contracts that allow for suitable flexibility for both employer and employee.

Be Fair and Transparent

Charter signatories will commit to employing the highest ethical standards and operate in a fair and transparent way and will:

- Work to the highest standards of business integrity and ethical conduct
- Work in an inclusive way and actively promote equality and diversity
- Ensure the well-being and protection of workforces, supported by policies
- Adopt best practice when procuring goods and services



Be Environmentally Responsible

Charter signatories will commit to contribute to an environmentally sustainable future through increasing efficiency, conserving resources, minimising waste and providing education on green issues including:

- Maximising internal energy and water efficiency through behaviour change and clean technology installations where financially viable
- Eliminating unnecessary waste in adhering to the “reduce, reuse, recycle” hierarchy
- Monitoring and minimising all forms of pollution including air, water and noise
- Supporting local biodiversity through creating or protecting green spaces on company property
- Reducing indirect environmental impacts by choosing local and conscientious suppliers where possible
- Educating employees on environmental issues and encourage and facilitate green behaviour with the necessary infrastructure



Why will signing up to the Charter be good for my business?

By signing the Charter you are telling other businesses and customers in Nottingham that you are committed to:

- Supporting your staff
- Spending your Nottingham Pound with local companies to maximise the economic benefit to the city
- Looking after the environment, and
- Recruiting locally



This information enables other Nottingham businesses to know which like-minded businesses to approach first.

The Charter should increase your business activity and income.



For further information on the next steps to signing up to the Business Charter, please contact business.charter@nottinghamcity.gov.uk

