

## Good Employment

Urban 360 was spun out of the University of Manchester and seeks to create quality jobs and employment in Greater Manchester. We are committed to being a good employer and providing an environment where all members of our organisation are treated fairly and given opportunities to develop high skilled careers. We are committed to the principles of the Greater Manchester Good Employment Charter and the Mayors Good Work Standard and are seeking accreditation. We pay in excess of the Real Living Wage and are proactive in terms of improving staff health and wellbeing.

### Aims

We are committed to the principles of good employment in terms of providing:

- Decent pay
- Secure work
- Recruitment
- Health and wellbeing
- Mental health support
- Physical health support
- Flexible work
- Engagement and voice
- People management

### Actions

We do this by:

Not using hourly contracts and giving working hours >3 months in advance.

Providing sick pay from day 1 of employment.

Offering fully flexible working to all staff and developing a flexible working policy.

Listening to staff through monthly 'all hands' meetings.

Ensuring staff are aware of the risks of smoking and alcohol abuse.

Providing access to physical and mental health support.

Appraising staff through monthly 1-1 meetings to address health / wellbeing issues and identify opportunities for training and career development.

### Accountability

Our Good Employment policy is updated and signed off annually by the board of directors.

Concerns and/or breaches are reported directly to our Chief Executive Officer, and are considered immediately by an exceptional meeting of the board.

This policy forms part of a suite of policies designed to ensure that we meet the highest standards.

A handwritten signature in dark ink, appearing to read 'James Evans'.

James Evans

CEO

21<sup>st</sup> February 2023