

Fair pay and conditions

Workplace wellbeing

Skills and progression

Diversity and recruitment

MAYOR OF LONDON GOOD WORK STANDARDS

<https://www.london.gov.uk/what-we-do/business-and-economy/supporting-business/good-work-standard-gws-0/how-achieve-good-work-standard>

This Programme is funded by the European Social Fund and the Mayor of London and delivered in partnership with 3SC



European Union
European
Social Fund



Achievement

FAIR PAY AND CONDITIONS

1. Pay all workers and employees the London Living Wage accredited by the Living Wage Foundation
2. Provide a clear statement about employment status and rights from day one
3. Offer above the statutory paid leave and benefits
4. Offer financial benefits to support living costs in addition to pay, e.g. staff discounts, advice services, interest free payroll loans such as Tenancy and Childcare Deposit Loans to house hunt and/or preferential lending terms for mortgages

MAYOR OF LONDON

Excellence

FAIR PAY AND CONDITIONS

MAYOR OF LONDON

1. Work with your supply chain to sign up to pay the London Living Wage and become accredited
2. Ensure interns and apprentices are also paid the London Living Wage
3. Avoid and/or limit the use of non-standard contract workers such as self-employed, zero hour contract and others
4. Introduce a London Weighting pay policy to reflect local pay rates and costs of living in London
5. Offer further support for living costs including working with credit union membership, providing time off to house hunt and/or preferential lending terms for mortgages

Achievement

WORKPLACE WELLBEING

MAYOR OF LONDON

- 1. Achievement**
2. Sign up and adhere to the London Healthy Workplace Charter and Women's Night Safety Charter
3. Consult with your workforce to agree shift patterns and times, anti-social working hours and pay premiums
4. Produce a Health and Wellbeing plan for your workforce
5. Implement collective mechanisms, trade unions and/or staff surveys to obtain workforce feedback on important issues in your organisation
6. Make flexible and agile working available for your entire workforce

Excellence

WORKPLACE WELLBEING

1. Encourage active commuting and provide healthy food options
2. Develop a Mental Health strategy and make training accessible to all people in your workforce
3. Establish arrangements including workers in senior decision making or company boards
4. Offer regular or guaranteed working hours in contracts
5. Develop and publish a Violence Against Women and Girls (VAWG) policy

MAYOR OF LONDON

Achievement

SKILLS AND PROGRESSION

- Implement a structured programme of learning and training for your entire workforce
- Offer apprenticeships and internships as a pathway to employment
- Implement training for managers and leaders in managing and developing people
- Create clear progression pathways accessible to everyone in your workforce
- Support the progression of women and other under-represented or disadvantaged groups e.g. GLA's Our Time initiative
- Recognise informal training such as volunteering in personal development plans

MAYOR OF LONDON

Excellence

SKILLS AND PROGRESSION

- Offer accredited and recognised training that encourages lifelong learning beyond job requirements
- Provide volunteering leave and promote skills-based Employer Supported Volunteering (ESV) to all people in your workforce
- Provide accredited management training including 360 degree feedback as part of development
- Offer supported internships to young people with special educational needs and disabilities
- Consult your workforce in the process of job design and workforce planning

MAYOR OF LONDON

Achievement

DIVERSITY AND RECRUITMENT

- Offer Diversity and Inclusion training for everyone in your workforce
- Put in place a zero tolerance approach to all forms of discrimination, harassment and bullying
- Broaden recruitment channels and encourage applications from diverse and under-represented groups
- Collect and analyse data to identify ethnicity/BAME and disability pay gaps
- Report and publish your gender pay gap even if not legally required
-

MAYOR OF LONDON

Excellence

DIVERSITY AND RECRUITMENT

- Offer accredited and recognised training that encourages lifelong learning beyond job requirements
- Provide volunteering leave and promote skills-based Employer Supported Volunteering (ESV) to all people in your workforce
- Provide accredited management training including 360 degree feedback as part of development
- Offer supported internships to young people with special educational needs and disabilities
- Consult your workforce in the process of job design and workforce planning

MAYOR OF LONDON