

Cheshire and Warrington Fair Employment Charter Guidance Document



Resources to help with your Fair Employment Journey

Below are just some of the organisations that can help you on your fair employment journey. It is not intended as an exhaustive list and does not include the many private sector services that you can also access.

Please do get in touch with us at fecharter@cheshireandwarrington.com with suggestions of other organisations you think should be listed here. Resources are matched to relevant standards in our Charter but many organisations can help you across several areas.



Cheshire and Warrington Fair Employment Charter

Local Business Support

Depending on where your business is based, there are a number of business support services provided by local authorities, Chambers of Commerce, the Growth Hub and other sub-regional public sector bodies.

Offering a wide range of support, some aspects of the Fair Employment Charter may be covered by them so please do visit the most relevant website to you below.

Cheshire and Warrington Growth Hub

If your business is based in Cheshire East, Cheshire West and Chester or Warrington, the Growth Hub offers a range of support whether you are an individual on your journey to starting a business, an existing business looking to grow and expand, or an organisation looking to build a base in Cheshire and Warrington.

For businesses in Cheshire East

For businesses based in Cheshire East, the local authority offers a range of support whether you are an individual on your journey to starting a business, an existing business looking to grow and expand, or an organisation looking to invest in Cheshire East. More information can be found at the [Cheshire East Business Support Hub](#).

The [South Cheshire Chamber of Commerce](#), [East Cheshire Chamber of Commerce](#) or [North Cheshire Chamber of Commerce](#) may also be able to provide relevant support.

For businesses in Cheshire West

For businesses based in Cheshire West and Chester, the local authority offers various business support services either directly or via signposting to other partners. More information can be found at [Cheshire West Let's Talk Business](#).

The [Business Tapas](#) platform allows businesses of all sizes to expand their knowledge through curated bite-sized, actionable business insights, all in one place.

The [West Cheshire and North Wales Chamber of Commerce](#) may also be able to help.

The Federation of Small Businesses (FSB)

The Merseyside and Cheshire Branch of the FSB offers various support services to its members, including events, seminars and exhibitions. For more information, click [here](#).

ACAS and CIPD

Both ACAS and CIPD offer useful advice, training and online resources across a number of our Fair Employment pillars.

ACAS

Acas gives employees and employers free, impartial advice on workplace rights, rules and best practice. They also offer training and help to resolve disputes.

CIPD

CIPD is the professional body for HR and people development. It provides various online resources on issues referenced in the Fair Employment Charter.

Fair Pay and Secure Employment

Fairly paid, secure work is the foundation of good work and good workplaces.

The Real Living Wage

The definition of The Real Living Wage is the wage rate set by the [Living Wage Foundation](#), based on the best available evidence about living standards in the UK. The current rate is £12.60 an hour for outside of London. It is voluntarily paid by over 14,000 UK businesses. The rate is updated every year in October.

Secure Employment

[ACAS](#) and [CIPD](#) both have lots of useful guidance on aspects of secure employment such as best practice around atypical contracts, agency regulations, employee grievances and ensuring Equality, Diversity and Inclusion in the workplace.

Accessible Employment

Being an accessible employer means that you have removed barriers within your workspaces, employment practices and workplace culture, and are inclusive and accommodating of all employees and candidates.

Inclusive pathways into employment

[Cheshire & Warrington Opportunities Portal](#)

This portal includes an Employer Hub which provides information for you as a local employer about how you can promote your job vacancies on the portal.

[Cheshire and Warrington Pledge](#) connects employers and young people across the sub-region.

[Careers and Enterprise Company](#) is the national body for careers education in England and provides resources for employers on its website.

[DWP](#) offer several schemes and support services to help individuals access the workplace. These include:

- [Access to work scheme](#)
- [Supported internships for young people with SEND](#)
- [Disability Confident employer scheme](#)

- [Disability Employment advisors](#)
- [Help and support for older workers](#)
- [Health Adjustment Passport](#)

These schemes are mostly individual led but it is good practice for an employer to be aware of these/ communicate them to employees/prospective employees and in some cases, DWP can offer advice directly to employers. If you are based in Cheshire and would like more information on any of these support services, please email cheshire.cheshirepartnershipteam@dwp.gov.uk.

More information can also be found here [Jobcentre Plus help for recruiters: Recruitment advice and support - GOV.UK](#)

There are various other organisations both locally and nationally which can help those with additional needs to access work. These include:

- [Warrington Voluntary Action](#) - a charity who can provide support, information and guidance to the community of Warrington.

- [Warrington Disability Partnership](#) - provide information on peer counselling, equipment, personal assistance, transport, access, employment, education, training and a range of other services. Amongst their services, they deliver the Disability Confident Scheme which aims to help employers in Warrington successfully employ and retain disabled people and those with health conditions.
- [Safe Opportunities](#) – working across Cheshire and surrounding areas, it delivers supported internships and other work experience opportunities for those who need additional help. They work with many local employers across a wide range of industries; local employers of all sizes and sectors support students to provide experiences which facilitate the very important transition from education to employment.
- [We Change Lives](#) – a charity which supports people with learning & physical disabilities, acquired brain injuries, mental health issues, dementia and older people. It includes employment services.
- [Cheshire Young Carers](#) – offers a Young Adult Carer Programme into work programme
- [The Carers Passport Scheme](#) - is a scheme which helps carers to be identified, recognised and supported as part of the day-to-day life of an organisation or

community. The website has information and guidance for employers on transforming recognition and support for carers.

- [The Cheshire, Halton and Warrington Racial Equality Centre](#) (CHAWREC) offers consultancy services on training for employers on Equality, Diversity and Inclusion (EDI) for instance.
- [Youth Federation](#) – this is a charity which runs youth programmes in Cheshire, Halton, St Helens, Warrington and the Wirral, including on careers and employability, working with over 400 employers in the area.
- [The Centre for Ageing Better](#), delivers the [Age Friendly Employer Pledge](#) which is a nationwide programme for UK employers who recognise the importance and value of older workers.
- [North West Reserve Forces' and Cadets' Association](#) promotes the Armed Forces Covenant and the Defence Employer Recognition Scheme, which promotes employers are "forces friendly".
- Business in the Community (BITC) - lead on the [Ban the Box](#) campaign, which works to support ex-offenders into work.

Inclusive Recruitment Practices

Both [ACAS](#) and [CIPD](#) both have lots of useful guidance on aspects of inclusive recruitment practices. These include:

- [Equality, diversity and inclusion in the Workplace | Factsheets | CIPD](#)
- [Making your workplace inclusive - Equality, diversity and inclusion - Acas](#)

The Social Mobility Commission also has some useful resources:

- [Recap: Data - Addressing the challenges and understanding the opportunities - Social Mobility Commission](#)
- [For employers - Social Mobility Commission](#)

Workforce Wellbeing

Flexible working arrangements

Improving flexible working is a key part of the Fair Employment Accessible Employment Pillar.

[ACAS](#) – offers various support through website resource and training for employees and employers. For instance, [ACAS have a statutory code of practice on handling flexible working requests](#) which employers need to be mindful of when dealing with formal flexible working requests.

More information on the resources that CIPD has can be found [here](#).

Workforce wellbeing is about employers ensuring a safe and healthy working environment whether in the workplace, on the road or in the home. Employers should have procedures in place to support physical and mental wellbeing.

[The Health and Safety Executive \(HSE\)](#) has lots of guidance on their website around different work based health and safety advice.

[The Association of Directors of Public Health \(ADPH\)](#) has advice for employers on living and working well.

This section on [Health and Wellbeing on the CIPD website](#) is a useful place to look for information.

The Health Foundation have published a report [“Towards a healthier workforce - Interim report of the Commission for Healthier Working Lives”](#) which may be useful reading.

Physical Health

National:

- Active soles
- We are undefeatable
- Better Health – Get Active, Lose Weight, Drink Less, Stop Smoking
- MECC Moments website
- Active Employee Toolkit – Sport England
- Promotion of key public health national campaigns e.g. Healthy Eating Week, Alcohol Awareness Week, Walk to Work week, Stoptober etc
- NHS health checks
- NHS Vaccinations, screening and immunisations – promotion and implementation of relevant schemes e.g. flu vaccination
- Guidance on healthy catering and vending toolkit
- Access to quality occupational health services (OHS)
- Example sick leave policy
- Breastfeeding in the workplace policy

- [Business in the Community Toolkits](#) – a range of toolkits offering values resources, guides and tools to empower your responsible business journey towards sustainability and community engagement e.g. Menopause in the Workplace, The Mid-Life MOT, Health & Wellbeing at Work Summary etc.

Warrington:

- Travel plans – WBC travel choices team contact details
- Livewire Lifestyle/Leisure offers
- WBC Healthier lifestyles page
- Warrington Training Hub e.g. MECC for Better Health, PACC, Gambling Awareness
- Other training offers - ACE's
- Upcoming local physical activity local directory
- CGL (drug and alcohol support)
- Sexual health service (Axess)
- Promotion of Living Well Hub offers

For Warrington specific information and/or enquiries, please email publichealth@warrington.gov.uk

Cheshire West and Chester:

- [Brio Leisure - Gyms and Entertainment in Cheshire](#)
- [Brio WorkFit Corporate Gym Memberships](#). Get fit for £26 p/m!
- [Home - Cheshire Change Hub](#) (advice on stop smoking, weight management, exercise and falls prevention).
- Falls prevention advice
- [Welcome to Steady On Your Feet Cheshire](#)
- livewell.cheshirewestandchester.gov.uk
- [Eat Well Be Active](#)
- Flu Vaccination
- [The Living Well Service: Cheshire and Wirral Partnership NHS Foundation Trust](#)
- Sexual Health Service
- The Sexual Health Hub [Sexual Health & STI Clinics in Chester & West Cheshire | HCRG Care Group](#)
- Drug and Alcohol Service
- [Cheshire West and Chester – New Beginnings](#)

For Cheshire West and Chester Specific information or enquires please email: publichealth@cheshirewestandchester.gov.uk

Cheshire East:

- [Everybody Health & Leisure](#) offer leisure services across Cheshire East. Corporate membership deals available.
- [Live Well Cheshire East](#) is a website which details local services alongside advice and information helping residents to 'live well'.
- [Physical Activity | One You Cheshire East](#)
- Active lives – part of the OYCE lifestyle service. Free 12-week programme to boost activity levels.
- [Adult Weight Management | One You Cheshire East](#)
- Re-shape. A free 12-week weight loss programme consisting of diet, exercise and behaviour change.
- [Travel Cheshire](#) website includes walking and cycling groups as well as maps – links to local public transport also included

Mental Health

National:

- [Mental health at work commitment | CIPD](#)
- Useful resources - Mind
- What we say about... Living and working well | ADPH
- Better Health Every Mind Matters
- [illegal money lending support](#)
- Menopause in the workplace example policies
- [Link to mental health and physical activity](#) - How to look after your mental health using exercise | Mental Health Foundation
- Mindfulness sessions in the workplace
- [Business in the Community Toolkits](#) – a range of toolkits offering values resources, guides and tools to empower your responsible business journey towards sustainability and community engagement e.g. Mental Health & Wellbeing for Ethnically Diverse Women, Mental Health for Employers etc.

Warrington:

- Happy Ok Sad website (including support directory)
- [Warrington in Mind | Warrington Voluntary Action](#) (warringtonva.org.uk) – Alliance of third sector groups to promote a collaborative approach to improving mental health services in Warrington.
- Warrington local training offers e.g. MECC for Mental Health, MHFA
- [illegal money lending support](#)

For Warrington specific information and/or enquiries, please email publichealth@warrington.gov.uk

Cheshire West and Chester:

Cost of Living information

- [Cost of living | Cheshire West and Chester Council](#)
- [Inspiring change together | Participate Now](#)

Training offers:

- [Papyrus Cheshire West and Chester Council Training Sessions | Papyrus](#)

- [Gambling Awareness Getting Help for Gambling-Related Harms](#) - Beacon Counselling Trust
- [Mental Health Alliance | Cheshire West Voluntary Action: Cheshire West Voluntary Action](#)
- Crisis Line – call 111 and select the mental health. The service is 24/7, is all -age, and the crisis is self-defined
- Crisis Café -Open 7 days a week, 365 days of the year, 10am-10pm.
- [Café 71: Cheshire and Wirral Partnership NHS Foundation Trust](#)
- [Mental Health and Wellbeing Section](#) on Live Well Cheshire West

For Cheshire West and Chester specific information or enquires please email: publichealth@cheshirewestandchester.gov.uk

Cheshire East:

- Mental Health information can be found on the [Live Well Cheshire East](#) website
- Social Prescribing – available at selected GP surgeries across Cheshire East
- CWP crisis line 0800 145 6485 (24/7)
- SHOUT text service 852258
- Samaritans 116 123
- [Mentell – Men, is it time to talk?](#) circle groups – free support for men.
- [Mindful Employer](#) opportunity for employers to engage, educate and embed positive mental health through a pledge.

For Cheshire East specific information and/or enquiries, please email PHBusinessTeam@cheshireeast.gov.uk

[Groundwork Cheshire Lancashire and Merseyside](#) is a charity which can help local businesses put their corporate responsibility strategies into action by connecting them with communities, reducing their impact on the environment and helping them build social value into their services.

Employee Development and Fulfilment

Employee development and fulfilment means that employers should have practices in place to ensure staff can perform, develop and manage positively and effectively, including articulating how employees contribute to organisational purpose.

CIPD is a useful place to start, with resources including:

[CIPD resources](#)

[cipd.org/uk/knowledge/factsheets/competency-factsheet](https://www.cipd.org/uk/knowledge/factsheets/competency-factsheet)

[cipd.org/uk/knowledge/factsheets/performance-factsheet/](https://www.cipd.org/uk/knowledge/factsheets/performance-factsheet/)

Workplace Engagement And Voice

Good and fair employers ensure that all staff have the opportunity to voice their views and contribute to the direction and success of the organisation in appropriate ways and are consulted on the decisions that affect their roles.

Again, ACAS and CIPD offer a range of advice and online resources including:

[CIPD employee voice factsheet](#)

[ACAS consulting employees](#)

[CIPD – Trade Unions fact sheet](#)

[ACAS guide on trade union and employee representation](#)



Cheshire and Warrington Fair Employment Charter



Cheshire East
Council

Cheshire West
and Chester

WARRINGTON
Borough Council



Cheshire and Warrington
Sustainable and Inclusive
Growth Commission

Enterprise
Cheshire +
Warrington