

Construction Charter

Birmingham City Council is committed to achieving social value for the citizens of Birmingham and this Charter reflects appropriate Themes, Outcomes and Measures to enable construction contracts to deliver these benefits.

It is our intention to promote positive workforce practices and where appropriate seek relevant and proportionate commitments related to the subject matter of the contract, with implementation through the Birmingham Business Charter for Social Responsibility.

Health and Safety

1. Health and Safety of workers on all construction projects is paramount. It is therefore a requirement that all contractors awarded contracts by Birmingham City Council rigorously implement and adhere to our minimum standards for health and safety, as set out in our procurement documents. In addition we require all contractors to provide quality welfare facilities fit for purpose in accordance with the Construction Design and Management Regulation of 2015.
 - a. Contractors are encouraged to show a clear intent and positive commitment to the health and wellbeing of employees, which encourages healthy lifestyle choices that assist with addressing health issues through the adoption of policies such as the Workplace Wellbeing Charter.
2. Contractors and their supply chains should provide a safe and hygienic working environment and where appropriate work collaboratively with the appropriate trade unions to identify and implement reasonable real-world initiatives related to safety in the workplace.

Employment and Skills

3. We require the highest standards of project delivery in order to ensure that the aspirations of the residents of this Authority are met and the projects serve our communities well in the years to come. We are also mindful of the projected skills shortage across the sector and wish to work with the industry to train the next generation of skilled workers for the future. We therefore encourage and will require where appropriate, all contractors to support the Building Birmingham Academy and:
 - a. Commit to create employment and training opportunities for local residents, targeting areas of high unemployment and groups facing disadvantage, including people with disabilities through activities such as work experience placements, apprenticeships, internship and mentoring.
 - b. Advertise employment opportunities through the Employment & Skills Services at the Council to ensure that those opportunities are targeted at those furthest from the job market.
 - c. Build capacity by supporting community organisations with resources and expertise in areas with the greatest need, for example mentoring and working with youth organisations and services.
 - d. Make a local impact by improving local facilities and areas, for example staff volunteering schemes.
 - e. Provide support to third sector organisations and work with third sector organisations to deliver services and contracts, particularly those organisations working for the prevention of homelessness.
 - f. Work with schools and colleges, offering work experience and business awareness to students, especially those from disadvantaged areas or communities.

- g. Make accessible all sub-contracting opportunities to a diverse supply base including the third sector and local suppliers and provide mentoring and support to assist these organisations to tender for and deliver these supply opportunities where necessary.
- h. Help to support the health and wellbeing of communities in which the business operates by for example linking with local schools and colleges, other local businesses and residents' groups to help run or sponsor activities / events, which will directly benefit those living there.

Ethical Practices

- 4. All parties recognise that the highest level of compliance with current HMRC regulations must be achieved where public funds are utilised.
 - a. Contractors should reflect their high ethical standards by paying their 'fair share of taxes'.
- 5. The Authority promotes and encourages its contractors and their supply chains to:
 - a. Recognise employees 'rights of freedom of association to participate in trade union membership or political affiliation and this would include collective bargaining and not using blacklists in recruitment processes.
 - b. Promote diversity and inclusiveness, not discriminate in respect of recruitment, compensation, access to training, promotion, termination of employment or retirement based upon race, caste, national origin, religion, age, disability (including learning disability), mental health issues, gender, marital status, sexual orientation.
 - c. Ensure the well-being and protection of workforces in the supply chain, which must be supported by robust systems and procedures.
 - d. Uphold the principles of the Universal Declaration of Human Rights and the Fundamental International Labour Organisation Conventions; including the use of child and forced labour.
 - e. Recognise the right of all construction workers to be employed under and to be protected by the appropriate national industry collective agreement applicable to the construction industry.
- 6. Contractors and their supply chains within the construction industry should work collaboratively to provide responsible industry-wide solutions aimed at supporting and sustaining the construction industry for the benefit of the local economy and communities.

Birmingham City Council looks forward to working with contractors, through the Birmingham Business Charter for Social Responsibility, to help them support the aims set out in this Charter.

LEADER OF THE COUNCIL

UNITE THE UNION

Name: Councillor Ian Ward

Name: Anmarie Kilcline

Signature: 

Signature: 

Date of signing: 9th April 2019

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