

Fair Employment Charter

Frequently Asked Questions

Q1 How much does it cost to become a member of the Fair Employment Charter?

It is free to become a member of the Fair Employment Charter.

Q2. I only have a small business and employ just 20 people. Can I still apply for the Fair Employment Charter?

Yes, we are welcoming applications from all different sized businesses and organisations from across the Liverpool City Region from the various business sectors.

Q3 What are the benefits of applying for the Fair Employment Charter?

By joining the charter, you will send a strong message to your staff, customers, partners, and the public that your organisation is committed to the principle of fair employment and wants to play its part in building a healthy, fair, inclusive and just Liverpool City Region.

You can demonstrate key social value actions and commitments which you may need when applying to access funding and other opportunities to help your organisation grow and develop.

There will be the opportunity to network with other businesses and organisations to share best practice.

Q4 Can I apply for a higher level of Fair Employment Charter status?

Currently there are three levels of Fair Employment Charter which are Aspiring, Accredited and Ambassador. At the moment we are only inviting applications at Aspiring level, with the Accredited and Ambassador levels to follow. To register your interest for the Fair Employment Charter, email fairemployment@liverpoolcityregion-ca.gov.uk

Q5 How do I apply for the Fair Employment Charter and is there a lot of paperwork to complete?

You can apply [online here](#).

There are two questions for each of the four Fair Employment Charter pillars, which are Fair, Healthy, Just and Inclusive. You will need to answer each of the questions and provide evidence to support the answers you have provided.

Any supporting information can be securely uploaded via the online process.

Q6 How long does the Fair Employment Charter Application process take?

Each application received will be different depending upon the information provided but we estimate that the process will normally take between 4 -6 weeks.

Q7 How will you handle my data and keep it secure?

Please refer to our [Fair Processing Notice](#) on the website.

Q8 Can I withdraw my organisation from the Fair Employment Charter if I no longer want to participate?

Yes, you can withdraw from the Fair Employment Charter at any point. The Liverpool City Region Combined Authority also retains the right to withdraw charter status from a business or organisation. Please visit our website for the full [Terms and Conditions](#) of the charter.

Q10 My organisation has achieved the Aspiring level of the Fair Employment Charter. When do I need to achieve the Accredited level by?

We would encourage organisations to apply for Accredited status within 12 months of achieving the Aspiring level status. A review of all organisations will be undertaken every two years to ensure they still meet the requirements of all four pillars of the charter.

Q11 I am keen for my organisation to be part of the Fair Employment Charter, but we don't meet one of the pillars of the charter. Can I still apply?

Yes, if there is an area of the charter which you don't quite meet, we can put you in touch with organisations such as ACAS, CIPD, Living Wage Foundation who may be able to provide you with additional support achieve Fair Employment Charter Status.

Q12 My business is registered at an address outside of the Liverpool City Region, can I still apply?

Yes, employers with operations in the Liverpool City Region area can apply for the Fair Employment Charter, even if they are registered to an address and have operations elsewhere. All we ask is that the application is reflective of the good work taking place within the Liverpool City Region.