

APPENDIX B – Lincoln Social Responsibility Charter

Policy Scrutiny Committee – 18th August 2020

Socially responsible activities undertaken by City of Lincoln Council

Activities which benefit the employee
Paid time off for medical appointments
Consideration of flexible working requests beyond the statutory minimum
Holiday purchase scheme
Pay real Living Wage
Opportunity to take career breaks
Staff awards scheme
Provision of paid compassionate leave
Promotion of healthy lifestyles
Flexible Retirement Policy
Training and development opportunities
Employee volunteering
Mentoring
Provision of occupational health service
Provision of Employee Assistance Programme
Support for Mental Wellbeing
Smoke Free Policy & provision of stop smoking support
Signee of Dying to Work Charter
Staff benefits/discount scheme

Activities which benefit the local community
Signed up to the Low Carbon Lincoln Charter
Food bank collection/donation
Offer work experience placements
Use services of local businesses/local products
Undertake staff fundraising for local charities
Local recruitment
Apprenticeships
Promotion of Fairtrade products and Lincoln as a Fairtrade City