

Board Meeting

Date of Meeting	Monday 18 December 2017
Paper Title	Scottish Business Pledge
Agenda Item	13
Paper Number	BM3-R
Responsible Officer	Jim Godfrey, Interim Finance and Resources Director
Status	Disclosable
Action	For Decision

1. Report Purpose

- 1.1. To consider the Scottish Business Pledge.

2. Recommendations

- 2.1. The Board is recommended to **agree** that it should make the Scottish Business Pledge.

3. Background

- 3.1. "The Scottish Business Pledge is a values-led partnership between Government and business. It is a shared ambition of boosting productivity, competitiveness, sustainable employment, and workforce engagement and development. It is built on:

- a commitment from the Scottish Government, and its partners, to support sustainable business growth in Scotland;
- a voluntary code of business practice which you can use to guide and boost the future development of your company; and
- a mutual pledge to ensure that prosperity, innovation, fairness and opportunity develop hand in hand in Scotland."

- 3.2. Making the Scottish Business Pledge means paying the Living Wage and meeting the requirements of 2 other Pledge Commitments. In addition, there is a longer term commitment to all 9 components. The 9 Pledges are:

- Paying the living wage
- Not using exploitative zero hours contracts
- Supporting progressive workforce engagement
- Investing in Youth
- Making progress on diversity and gender balance
- Committing to an innovation programme
- Pursuing international business opportunities
- Playing an active role in the community
- Committing to prompt payment

- 3.3.** Further information regarding the Scottish Business Pledge is available from:
<https://scottishbusinesspledge.scot/>
- 3.4.** As of October 2017, 423 organisations have signed up to the Business Pledge including private businesses and public sector bodies. The Scottish Business Pledge is promoted by the Scottish Government and some of the local public organisations that have already made the pledge include; City of Glasgow College, University of Strathclyde, University of Glasgow and Glasgow Caledonian University.
- 3.5.** The GCRB Executive believe that the Scottish Business Pledge is a positive development and something that should be embraced. There is already a clear link between some of GCRB's ambitions; such as paying the living wage and the Scottish Business Pledge. In addition, one of the recommendations contained with the Annual Report of the External Auditor 2016-17 specifically links to the 9th Pledge re Committing to the prompt payment (of suppliers).
- 3.6.** It is recommended that the Board agree that GCRB should make the Scottish Business Pledge.

4. Risk Analysis

- 4.1.** This is a positive development, which supports the Board's ambitions. There are no downside risks associated with the Pledge.

5. Legal Implications

- 5.1.** There are no legal implications arising from this report.

6. Resource Implications

- 6.1.** There are no direct financial implications associated with this report. The actions contained within the Pledge are those that GCRB should progress as a matter of good practice. There may be some staff time involved to fully implement some of the commitments.

7. Strategic Plan implications

- 7.1.** This is a positive development, which contributes to the national ambitions of boosting productivity, competitiveness, sustainable employment and workforce engagement and development. These aims are consistent and complementary with the Glasgow Region Strategic Plan for College Education.