What does it mean to be an inclusive anchor organisation?

Areas for action

Dimensions	Themes	Anchor institutions can...
Employer	• Recruitment • Pay and conditions • Training, development and progression • Healthy workplaces	• Recruit in ways that provide equality of opportunity and maximise scope for local people to secure good jobs • Pay the living wage, and go further to support people in stretching take home pay, e.g. via pensions, non-pay benefits and poverty proofed HR policies • Commit to lower paid staff reaching their potential via inclusive personal and professional development, flexible working, transparent progression pathways and excellent management • Support mental and physical health, e.g. via facilities, policies, culture, advice
Procurer	• Local supply chains • Social value from procuring goods and services	• Engage with local suppliers and increase the proportion of spend with them • Use procurement processes to deliver social value, e.g. for communities, employees, environment
Bricks and mortar	• New development • Best use of land and assets	• Procure developments in ways which create local jobs, skills and apprenticeships, with focus on young people and those facing disadvantage • Design buildings/spaces to create vibrant places with community, health and environmental benefits • Enable access and use by local communities
Service delivery	• Core service delivery and disadvantaged communities • Links to community anchors	• Design and deliver services so that they reach and benefit disadvantaged communities • Work with local 'community anchor' organisations to better deliver and gain uptake of services, especially by disadvantaged communities
Corporate and civic	• Internal anchor ownership • External civic role and partnerships	• Recognise the organisation as being an anchor, then embed inclusive anchor dimensions into organisational vision/mission, values, culture/communications, behaviours, leadership, corporate planning and budgeting • Champion anchor collaboration, take civic responsibility, learn, share, promote the services of other anchors, lead by example