

Partnership Working

Royal Mail Group and Department of Work and Pensions

Modern Service Delivery



Delivering Value,
Delivering Together

DWP Department for
Work and Pensions

'Maximising Opportunity for All' PSA 1

Today's speakers will be:-

Peter Lovedee

Royal Mail Group, Partnership Director

Kay Allen

Royal Mail Group, Head of Diversity & Social Inclusion

Sue Veszpremi

Jobcentre Plus, Head of Employer Engagement

Introduction to Jobcentreplus and Royal Mail Group

DWP Strategy and approach

Royal Mail Group Strategy and approach

What have we done together and why?

Why is it important?

Conclusion

Jobcentre Plus – The Past



Delivering Value, Delivering Together

Jobcentre Plus – The Present



Delivering Value, Delivering Together

Jobcentre Plus – The Facts

Jobcentre Plus still take 10,000 vacancies a day.

275,000 employers use Jobcentre Plus.

Our vacancies reach 2 million people every week.

Every day 1,250,000 job searches are conducted on our jobs website

444,000 visitors visit our website each day.

We have 8,000 job points nationwide.

Our vacancies are advertised on the websites of our counterparts right across the European Economic area.

Why do so many employers use us?

It makes perfect business sense;

It saves time !



It saves money !



We deliver results !



Jobcentre Plus Aspirations

Getting employers to think of Jobcentre Plus as their recruitment partner of choice.

The eradication of child poverty.

Combating poverty through employment.

Supporting our employers through the good times and the bad.

Improving skills, productivity and job sustainability to help employers compete in a global economy.

Diversity and Equality in the workplace.

Local Employment Partnerships (LEP)

LEP is the vehicle to help us achieve our aspirations.

We want employers to use LEP for their recruitment.

LEP removes barriers to employment.

LEP gets disadvantaged jobseekers ready for work.

LEP is creating more job opportunities for those furthest from the labour market.

LEP complements existing Jobcentre Plus initiatives.

Employers can now also claim £1,000 for taking on a long term unemployed individual via Recruitment Subsidy.

Royal Mail Group

The largest single employer in the UK c185,000 employees, 0.6% of the UK workforce

Deliver 84 million items a day to 27 million addresses

The largest payroll giving scheme in the UK £50000 per month Barnado's



'Maximising Opportunity for all' (PSA1)

Ethical principles guide commercial decision making.

Business unit policies require full legal compliance to tackle discrimination and a people plan based on fairness.

Changing attitudes and behaviours

Five Year Strategy 5 key themes

- Effective monitoring
- Removing barriers
- Doing work differently
- Business ethics
- Effective reporting and consultation

Collaborative working

How does LEP/ATW work in practice?

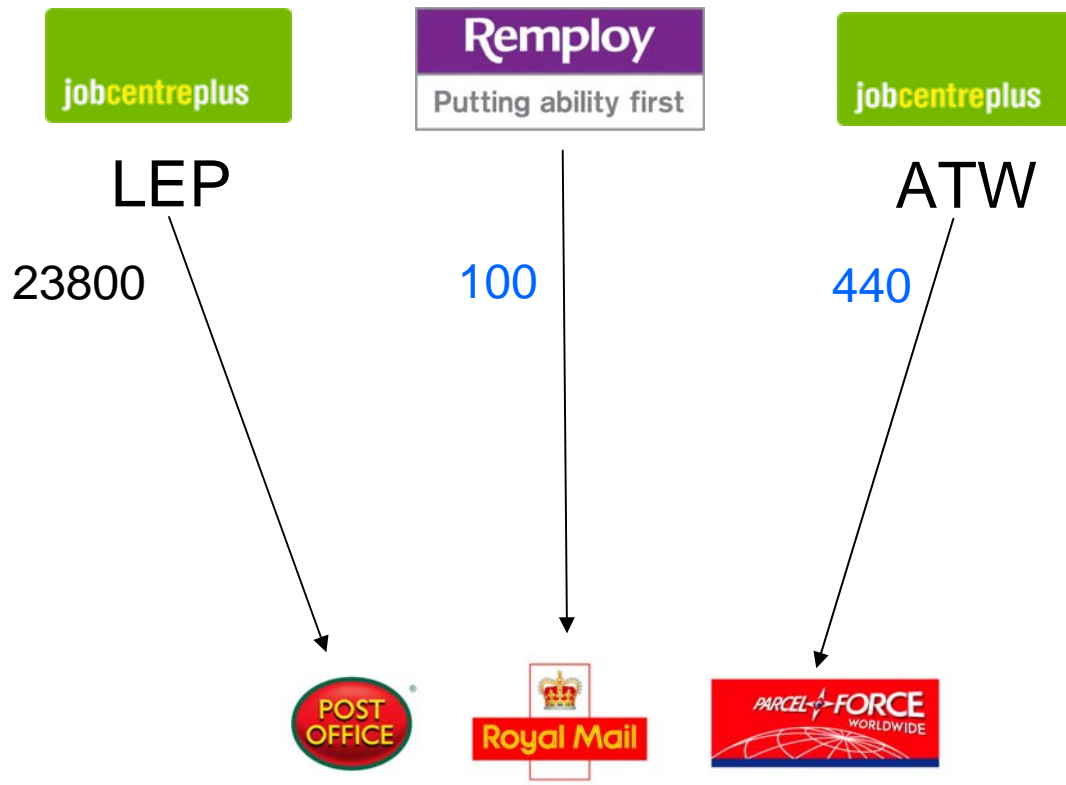
All Vacancies automatically transferred to Jobcentre Plus

Committed to the Recruitment Subsidy and have recently recruited our first employee through it.

Dedicated Jobcentre Plus / ATW Account Managers work alongside regional Royal Mail HR managers/Disability Helpline.

Timely provision of reasonable adjustment equipment and services

‘Maximising opportunity for all’



“Royal Mail’s strong partnership with Jobcentre Plus and status as one of the UK’s largest employers mean that we are perfectly placed to help the long-term unemployed. This is a demonstration of our commitment to helping Jobcentre Plus achieve its goals and of our belief that working together in partnership will help to restore the economy.”

Comply or Embrace?

The Equality Bill will place a new duty on Government Ministers, departments and key public bodies such as local authorities and NHS bodies to consider what action they can take to reduce the socio-economic inequalities people face.

The duty will affect how public bodies make strategic decisions about spending and service delivery. It will enshrine in the law the role of our key public bodies in narrowing gaps in outcomes resulting from socio-economic disadvantage.

USING PUBLIC PROCUREMENT TO IMPROVE EQUALITY

With an annual expenditure of around £175 billion every year on goods and services - about 13% of GDP - the public sector has an important opportunity to use its purchasing power to promote equality where possible. The public sector already has a legal obligation to consider the needs of women, disabled people and ethnic minorities and the new Equality Duty will extend this to cover age, sexual orientation, gender reassignment and religion or belief.

The Bill makes it clear that public bodies can use procurement to drive equality. It enables Ministers to set out how public bodies should go about doing so.

Why is delivering together important?

Fairness and equality are the hallmarks of a modern and confident society.

Fairness is the foundation for individual rights, a prosperous economy and a peaceful society.

We want to see more disabled people in mainstream employment.

We recognise LEP's as a pool of talented people from which to draw.

Demonstrating value beyond the services that we provide
We understand the agenda

Our expectation of DWP is the same as theirs of us. Leveraging purchasing power to drive equality is a two way street.

What does delivering value together mean?

Delivering Value, Delivering Together