



Empowering Work Working Group

The Food Network for Ethical Trade – 18 July 2023, 15.00 – 17.00 hrs



Competition Law Statement

“Today we are meeting to discuss Food Network for Ethical Trade agenda on Empowering work.

We take competition compliance seriously. Whilst discussions can cover matters of interest to our industry, we cannot discuss or exchange sensitive commercial information.

If at any time during this meeting, you think our discussions may be in breach of competition rules, please inform the Chair. The Chair may close the meeting at any time if she believes that discussions are in breach of competition law”

Agenda

Timing	Item
15.00 – 15.10	Welcome and introduction of attendees
15.10 – 15.30	Bread-and-butter thing; Q&A. Mark Game
15.30-15.45	A case study - Supporting Bakkavor colleagues in the cost-of-living crisis. Kat Rowney & Will Naylor.
15.45 – 16.00	Staff shop case study – Worldwide Fruit. Lisa Wardle, Anna & Claire Donovan
16.00 – 16.10	Q&A (on Case studies)
16.10 -16.30	(break out session -Reflect on what we have heard to date -Exploring collaboration opportunities
16.30 – 16.50	Scope out a plan to approach – ‘How to evaluate effectiveness of grievance mechanisms’ (in-person workshop?) - Julia
16.50 – 16.55	AOB & Close

The bread & butter thing

The bread and butter thing.

[Presentation Slide deck Link here](#)

Q&A



FNET member case Study

BAKKAVÖR

[Presentation Slide deck Link here](#)



The Staff shop story

Lisa Wardle

Claire Donovan



'Your Voice' is the Worldwide Fruit worker committee, who have a strong history of raising money for charity – and for many years the shelf-life fruit boxes have been sold to staff for £1:00 to raise money as a charity pot.

As a comitee they suggested a staff shop to build on this idea

It was agreed that it was a grand idea So the planning started!

Project Management Life Cycle



Project Description

Project Scope	To implement a facility that sells subsidised ambient and chilled food products on the Worldwide Fruit site, Apple Way. This will have a positive impact to our colleagues, helping to provide discounted food that is being felt throughout the “cost of living crisis”.
Goals / Objectives	<ul style="list-style-type: none"> To launch straight after Easter – Avoid 4 day week – Ambient products potentially pre Easter To create a buzz in the business – colleagues will feel that they have part to play in its success Create a pot of funds to invest into WFL – for engagement activities – the model needs to be break-even plus Surplus shop waste will support local food banks or other nominated routes Utilise existing colleagues to work in the shop Internal and external communications are frequent and engaging High food safety standard facility that complies with customer codes of practice The shop is accessible to drivers, contractors, visitors and colleagues Plays an active role in the community through the Your Voice group Fortnightly update to be sent out on progress
Out of Scope	<ul style="list-style-type: none"> Nuts and sesame Alcohol/Tobacco products Glass products Medication Chewing gum
Method / Approach	<ul style="list-style-type: none"> Create a scoping document for the project – completed. Recruit a Manager to take the lead role in designing, installing, launching and then managing the Apple Way Express – completed Visit other local food manufacturing sites that have a staff shop through existing site contacts (Rob K, Tim J and Anna P) – In progress Create a resource plan to build a team that runs the staff shop 5 days per week, 24/7 – the starting point is to support colleagues who are already employed by WFL but would be better suited to the tasks required to work as part of the shop team. Work with the finance team to set up a revenue and profit tracking system that ensures that we have set of accounts that are visible Play an active role in the Your Voice forum and work with the site team to agree where we will invest the pro Project plan required from Eng Distribution model to be back haul – Rob King to work magic on delivery and prices Contactless set up for payment Robust barrier control to staff shop

Project team

Sponsor	<ul style="list-style-type: none"> Tim Jackson
Leads	<ul style="list-style-type: none"> Lisa Wardle
Core Team	<ul style="list-style-type: none"> Julie Thorold Rob King Krzysztof Goldyn Sam Roberts Anna Pike Engineering - TBC Finance – TBC Lead from each shift – your voice reps Shift Managers – Inform role mainly I.T crew – Josh?
Extended team / Stakeholders	<ul style="list-style-type: none"> Our colleagues Kent team – need to consider how we grow this model into a business wide activity Distribution companies Other businesses that have a staff shop Food bank/waste outlet Suppliers Financial services Customers
Next steps	<ul style="list-style-type: none"> Type up and send out notes TJ/LW Start to work on actions Agree date of the next meeting – 13th Feb

The beginning of our Staff Shop Journey began – Delivery in approx 6 weeks



Current Canteen being Decommissioned on 12th March

Arrival in around 6 weeks – Arrival Date TBCGrand Opening 17th April, more details to be communicated soon .

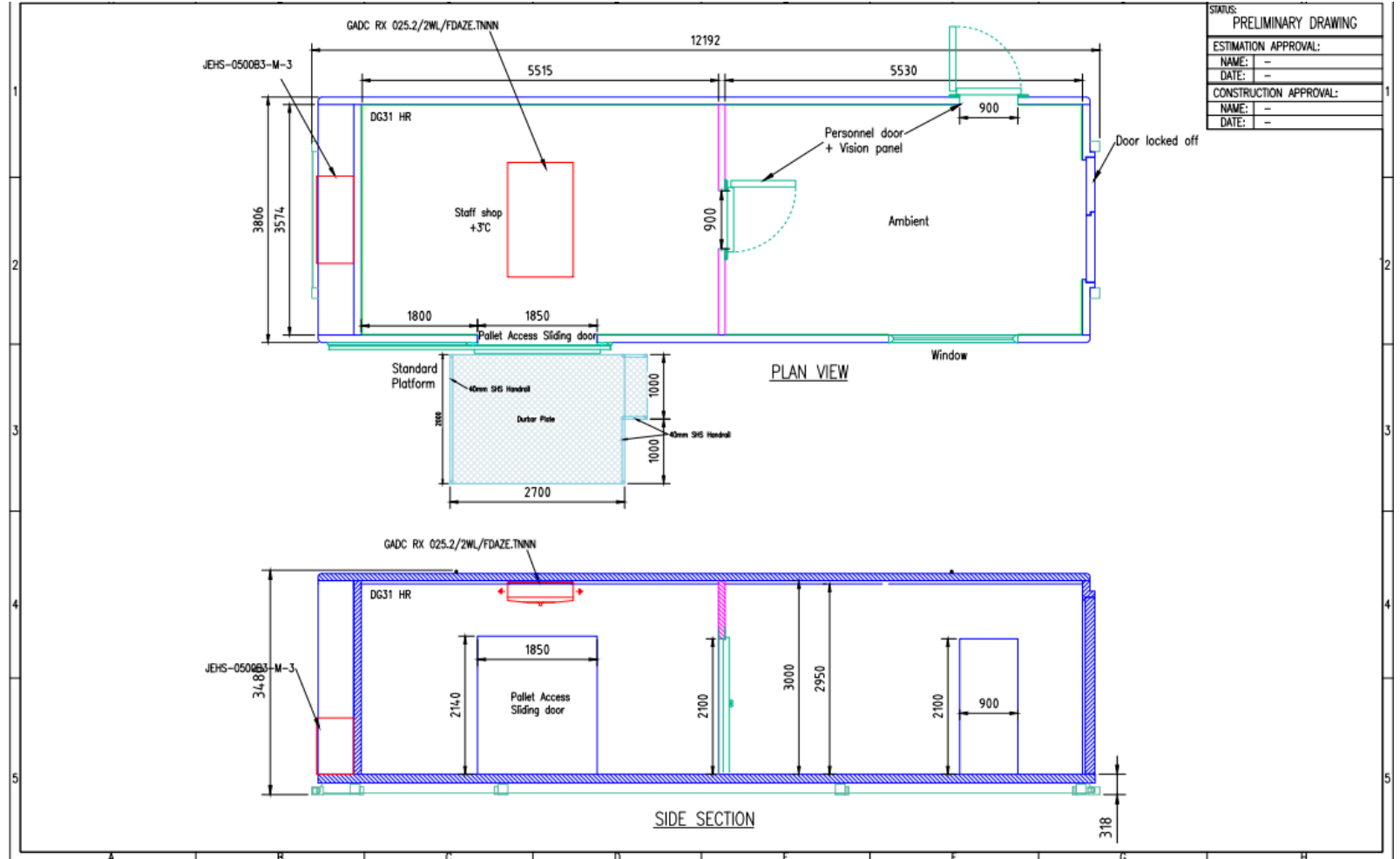
Now

12 Mar.

17 Apr.

Unit is now in Process of being Modified into a Staff Shop for us here at Apple Way





STATUS:	PRELIMINARY DRAWING
ESTIMATION APPROVAL:	
NAME:	-
DATE:	-
CONSTRUCTION APPROVAL:	
NAME:	-
DATE:	-

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	IF IN DOUBT ASK!				

What Staff can expect from the Staff Shop

A Friendly , Welcoming and Engaging Team

Chilled & Ambient Discounted Food with the emphasis of trading weekly with local business`s and Monthly / Seasonal Promotions

Open Monday –Friday

10am until 6pm & 6pm until 1.30am

Benefits for Colleagues and Wider Community as a result of our Staff Shop

Concept

To Implement a Staff Shop that sells subsidised ambient & chilled products

To trade products with local business's extending our chilled range and to have weekly ambient wholesale deliveries

Benefits

The opening of the Shop will have a positive impact on our colleague's, Helping to provide Discounted Food

To Create a Pot Fund to Invest in WFL , for Staff activities and for allowing us to be able to give something back to our colleague's

Community

To play an active role in the community through the Your Voice Group

Allowing us to support local charities and the local community

Our Staff Shop Grand Opening date is 22nd May 2023 * (this could be subject to Change)

WORLDWIDE  fresh



TODAYS specials are reduced to 10p/25p



POP IN AND BAG YOURSELF A BARGAIN 😁 😁 😁



Staff Shop Offers and New Arrivals



Pop in and grab a bargain!



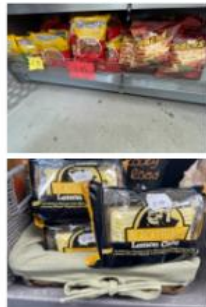
6th July



WORLDWIDE  fresh



6th July



WORLDWIDE  fresh

Even the name was a staff competition!!

Some facts and figures.....

First and foremost, its great collaboration....

Where does the stock come from?

**We swap currently with Bakkavor Spalding & Bourne & Spalding
Greencore – Our Fruit for their Products.**

The Ambient is sourced from Booker in Boston and Lituanica (Eastern European Wholesaler in London – allowing us to retail different products from different nationalities) and also Pilgrim food Service



WORLDWIDE  *fresh*

Some facts and figures.....

Staff engagement

Anecdotally we believe that most of the staff on all shifts and from the offices use the shop on a regular basis. Some pop in a few times a day.

We also have 2 coffee machines offering Starbucks and Costa Coffee.

Some facts and figures.....

What are the discounts on offer?

We are offering discounted traded products from our partners –often more than half of the supermarket cost.

The Ambient side products are also priced more cheaply than the vending machines we currently have on site selling drinks, sweets, Chocolates etc

We have Frozen Products and Ice Cream which is also discounted

We also have hot food and sandwiches delivered daily from ‘rumblings’ and again at a discounted price than the previous cost when delivered by a van to site.

Some facts and figures.....

- The shop staff are largely people who already worked at WFL in the packhouse – so everyone is familiar and helpful

The original fruit bags are still available still at £1.00 and still fund the Your Voice team's charities and volunteering endeavours



Entrance to the event will be via wrist bands only, which can be collected from reception between 26th May 2023 till 30th June 2023.

With each wristband you will receive 1 free drink, free food, and free ice cream for children. Choices of food available on the day.

Wristbands are limited and available for immediate family only. First come, first served for wristbands. Please collect your wristband as soon as possible.

Please come and support the Worldwide Fruit football team!

22nd July 2pm - 7pm

FAMILY FUN DAY

Holbeach United Community Sports Academy
Highbury Drive,
Penny Hill Road,
PE12 7PR

Please be aware there are no dogs allowed on the site.

- > Charity football match between Worldwide Fruit and FreshLinc will kick off at 3pm.
- > Bouncy castles.
- > Tombola + Raffle
- > Food & Bar

Case Studies Q&A

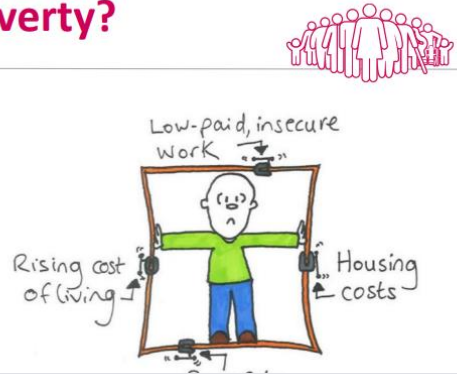
Q&A

From Joseph Rowntree – the statistics on in-work poverty & recommendations for actions

What drives in-work poverty?

There are a range of trends in the labour market which contribute to the problem of in-work poverty, including:

- Low pay
- Part-time work and insufficient working hours
- Insecure work



Areas for action

We recommend taking action holistically through looking at:

- Boosting pay and incomes
- Providing more secure and predictable work
- Investing in training and progression
- Offering flexible working
- Building a compassionate culture
- Making fringe benefits go further

What we covered in previous session

PAUSE & REFLECT

Grocery Aid – Help offered

HOW WE HELP

GROCERYAID HELPLINE:
08088 021122

Providing emotional, practical and financial support to everyone who needs us.



Hunger in the UK - Trussell Trust

The main driver of **hunger** and food bank need in the UK is **low income**.

1 in 5 of people **using foodbanks** are from **working households**.

Just under 30% of people in paid work referred to Trussell Trust food banks are in **insecure work**, e.g **zero hours contracts or agency work**.

- Become a Real Living Wage accredited employer and pay the voluntary real living wage to all direct employees and contractors.
- Become a Living Hours accredited employer and commit to providing sufficient, secure and predictable hours.
- Encourage employees to check they're claiming everything they're entitled to.
- Ensure all employees have access to flexible working, from day one on the job, and offer flexibility at all pay levels.

Cost-of-Living Action Plan for Businesses - BITC

- 12-calls to action points for businesses
- 3 are on supporting employees

SUPPORTING EMPLOYEES

1. Pay the Real Living Wage to employees and contractors
2. Ensure employees have the option to work flexibly
3. Target support towards your lower income and vulnerable employees using workforce data and employee engagement



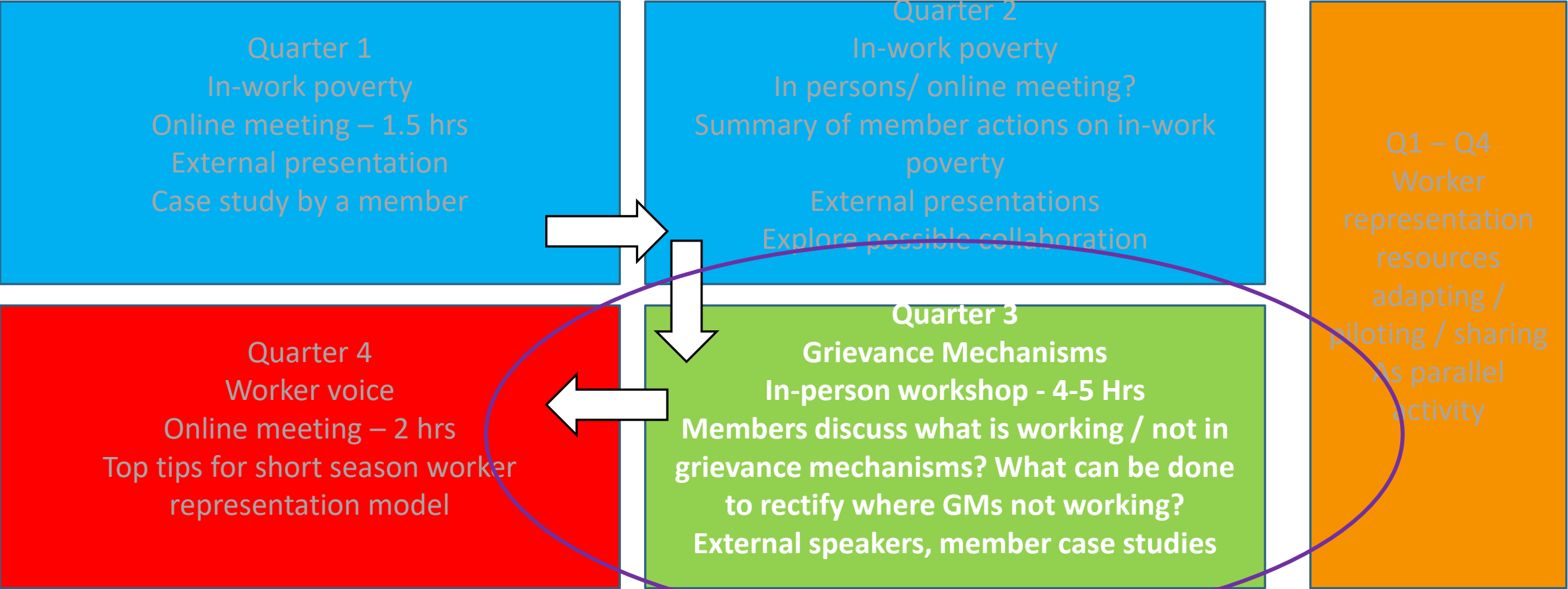
Break out session



Exploring collaboration opportunities

Please discuss in -

- i. What employee welfare issues do you experience at your sites?
- ii. Are there any topics you feel you can't address within your business? If yes, how can FNET help?
- iii. How are businesses encouraging employees to talk? Any good ideas on how to encourage them to engage?
- iv. What opportunities for collaboration are there for FNET members?

Grievance Mechanisms



  Minimum 4 meetings, more as needed. A combination of online & in person

Next steps & AOB

1. Next steps

- next meeting – in person? Venues
- When – end of sept / early oct?

2. AOB

?



RESOURCES

[2023-Hunger-in-the-UK-policy-briefing.pdf \(trusselltrust.org\)](#)

Cost-of-living crisis: helping businesses respond - [Cost-of-living crisis: helping businesses respond - Business in the Community \(bitc.org.uk\)](#)

The cost of living Room [The cost-of-living room](#)

The Bread & Butter Thing - [The Bread and Butter Thing](#)