



SHINE

A BEACON FOR RESPONSIBLE
EMPLOYMENT IN THE **NORTH EAST**

We're signed up!

Find out at what level your employer is accredited
and learn about SHINE's 5 Beams of Good Practice

WE SHINE
FOUNDATION



Foundation Level
means your employer meets Beam 1

WE SHINE
INTERMEDIATE



Intermediate Level
means your employer meets Beam 1 and 2

WE SHINE
ADVANCED



Advanced Level
means your employer meets all 5 Beams

If you feel your employer isn't upholding the standard you can:

- ★ Talk to your manager
- ★ Talk to HR
- ★ Talk to Staff Rep or Union Representative
- ★ Seek advice from ACAS
- ★ If you've explored these, talk to us

Find out more



NE North East
Combined
Authority

Kim McGuinness
North East
Mayor

Part of the New Deal for
North East Workers