



# 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