

Fair Work First Statement

At West of Scotland Housing Association we are committed to the principles and practical application of Fair Work First for every member of our staff team throughout the employee lifecycle. We will achieve this by continuously reviewing and improving the way we work and ensuring our policies reflect our commitment to the principles of Fair Work First.

- ✓ **Appropriate channels for effective voice, such as trade union recognition;**
 - We recognise a Trade Union and have a collective bargaining agreement in place through our membership of EVH
 - We work closely with our staff and Trade Unions to ensure there is effective consultation and negotiation during any change management activities
 - We involve staff in organisational working groups when considering organisational change
 - We undertake regular anonymous staff surveys to ascertain staff engagement. Results are communicated to staff and proposed action plans are developed and reviewed in response
- ✓ **Investment in workforce development;**
 - The Association funds a range of professional and vocational training programmes at all levels and employees are encouraged to access learning and development opportunities
 - Every staff member has an individual personal development plan in place
 - Training requirements are identified during annual appraisals, regular 1 – 1 discussion with managers and by individual development aspirations
 - We have an internal annual training programme which supports our workforce development priorities and incorporates key themes from the appraisal process
 - We employ trainees and apprentices to support staff to progress in their careers.
- ✓ **No inappropriate use of zero hours contracts**
 - We have no zero hours contracts in place
- ✓ **Action to tackle the gender pay gap and create a more diverse and inclusive workplace**
 - We are members of Employers in Voluntary Housing (EVH) and have adopted their terms and conditions and pay scales to ensure equality and transparency in relation to pay.
 - We have reviewed and updated our Equality and Diversity Policies and Procedures
 - We have an Equalities & Human Rights Strategy in place with an action plan which is being implemented
 - The Association has implemented an approach to collection and use of equalities data across all protected characteristics for job applicants and staff. This will be used to identify and mitigate against any potential discrimination in recruitment/promotion including consideration of the gender pay gap and to create a more diverse workforce
- ✓ **Payment of the Real Living Wage**
 - The Association pays the Real Living Wage to all staff

- ✓ **Flexible and family friendly working practices for all workers from day one of employment**
 - We operate a flexible hybrid working model
 - We have a Flexible Working Policy in place which offers options such as part time working, compressed hours, job share etc
 - We have career break, adoption, shared parental leave, special leave and flexible working procedures in place
 - We have a Carer's Policy in place

- ✓ **Oppose the use of fire and rehire practices**
 - We are committed to working with our employees and Trade Union representatives to ensure there is effective consultation and negotiation relating to change.