



FAIR WORK FIRST STATEMENT



INTRODUCTION

Rutherglen and Cambuslang Housing Association is committed to the practical application of the principles laid out in the Scottish Government's Fair Work First Policy.

To ensure these principles are embed in all aspects of our role as an employer, the Association will seek to have policies and practices in place that reflect the criteria laid out in the Fair Work First Policy. These shall include;

HAVING AN APPROPRIATE CHANNEL FOR EFFECTIVE EMPLOYEE VOICE

To demonstrate this we;

- ✓ Recognise a Trade Union and make staff aware of their right to become members
- ✓ Have a collective bargaining agreement in place with the Trade Union through our membership of Employers in Voluntary Housing (EVH)
- ✓ Engage in constructive dialogue with our employees and their Trade Union representative to address workplace issues and disputes
- ✓ Work closely with staff and Trade Unions to ensure there is effective consultation and negotiation where appropriate
- ✓ Have monthly full staff meetings and encourage participation, discussion and feedback on key organisational matters
- ✓ Promote a culture of openness

INVESTING IN WORKFORCE DEVELOPMENT

To demonstrate this we;

- ✓ Provide individual staff members with a learning and development plan
- ✓ Offer access to both informal and informal learning at all levels, fund professional and vocational courses and encourage uptake of learning and development opportunities where appropriate
- ✓ Set an annual budget for staff training and development
- ✓ Cover the annual membership fees for relevant professional bodies
- ✓ Encourage internal succession to support career progression based on capability and potential

NOT USING ZERO HOUR CONTRACTS INAPPROPRIATELY

To demonstrate this we;

- ✓ Have no zero hour contracts in place
- ✓ Ensure all our staff have an EVH terms and Conditions Contract of Employment which states their contracted hours of work

TAKING ACTION TO TACKLE THE GENDER PAY GAP AND CREATE A MORE DIVERSE AND INCLUSIVE WORKPLACE

To demonstrate this we;

- ✓ Are full members of Employers in Voluntary Housing (EVH) and have adopted their terms and conditions and salary scales to ensure equality and transparency in relation to pay
- ✓ Regularly review our policies and procedures relating to Equality, Diversity and Human Rights
- ✓ Have an Equality & Human Rights Action Plan that covers a number of our activities as an employer
- ✓ Are implementing an approach to the collection and use of equalities data for job applicants and staff in order to identify and address any potential perception of discrimination in the recruitment process

COMMITTING TO PAYING THE REAL LIVING WAGE

To demonstrate this we;

- ✓ Are an accredited Living Wage Employer
- ✓ Adhere to the salary scales set by Employers in Voluntary Housing which ensures that the bottom points reflect the Real Living Wage

OFFERING FLEXIBLE AND FAMILY FRIENDLY WORKING PRACTICES

To demonstrate this we;

- ✓ Are developing a full suite of family friendly policies and procedures
- ✓ Have an ad hoc, flexible approach to home working, use of TOIL etc to accommodate individual circumstances
- ✓ Have a variety of working hours and patterns in place to meet the needs of individual staff members
- ✓ Adhere to Employers in Voluntary Housing's (EVH) model policies and terms and conditions with regards flexible and family friendly practices such as maternity/paternity leave, special leave, career breaks etc

OPPOSING THE USE OF HIRE AND FIRE PRACTICES

To demonstrate this we;

- ✓ Make the commitment to our employees and Trade Union representatives to work with them to ensure there is effective consultation and negotiation relating to change