



### **Fair Work First Statement**

Cloch Housing Association is committed to upholding the principles and practices of the Scottish Government's Fair Work First. We will continuously review and improve our work ethos, ensuring our resilient and strong workforce reflect our commitment to the principles of Fair Work First.

We are a member of Employers in Voluntary Housing (EVH) who, along with the Trade Union (Unite the Union) have also issued their joint statement on Fair Work First.

#### **Payment of at least the real Living Wage**

- The Association pays the Real Living Wage to all staff.
- We are an accredited Living Wage Employer.

#### **Provide appropriate channels for effective workers' voice, such as trade union recognition**

- We work closely with our staff, EVH and Trade Union to ensure that there is effective consultation and negotiation during any change to management activities.
- 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.
- We are a member of EVH who support social employers and provides unlimited support to our Governing Body in all aspects of our role.
- We recognise and have in place a Trade Union collective bargaining agreement through our membership with EVH.

### **Investment in workforce development**

- We invest in staff development and fund a range of training programmes at all levels.
- Our staff are encouraged to access learning and development opportunities.
- Training requirements are identified during staff annual appraisals and regular 1-1 discussions with the line manager.
- We have introduced trainee and apprentice roles to help staff progress in their career by 'leaning on the job'.
- All staff have been given Equalities, Diversity and Inclusion training.

### **No inappropriate use of zero hour contracts**

- We have no zero hours contracts in place.
- We are a member of EVH and have adopted their terms and conditions. This helps to ensure no zero hour contracts in place.

### **Action to tackle the gender pay gap and create a more diverse and inclusive workplace**

- We have adopted an Equalities, Diversity & Inclusion Strategy.
- We reviewed and updated our Equalities & Diversity Policy.
- We are a member of EVH and have adopted their terms and conditions and pay scales to ensure equality and transparency are followed in relation to pay.
- We have implemented an approach to collection and use of equalities data across all protected characteristics.

### **Offer flexible and family friendly working practices for all workers from day one of employment**

- We have a Flexible Working Policy in place and recognise that by having this Policy will help to ensure compliance with the statutory rights to request flexible working. The Policy seeks to ensure equality and fairness throughout the process and aid staff worklife balance. Staff have the right to request changes to their working hours or place of work in accordance with the relevant legislation.
- We also have Shared Parental Leave, Sabbatical, Remote & Hybrid, and Flexi & Time Off in Lieu Policies.
- We operate a flexible hybrid working environment.

### **Oppose the use of fire and rehire practice**

- We are committed to working with our employees and Trade Union representatives to ensure there is effective consultation and negotiation relating to change.