

Fair Work First Statement

GWAH endorse the principles of the Scottish Government's Fair Work First policy, promoting an inclusive working environment and practices that drive high quality and fair work criteria. Our endeavours are supported through our membership of Employers in Voluntary Housing (EVH), and other partnership bodies, ensuring we have access to specialist advice and support, and a range of compliant policies and good practice.

Payment of at least the real Living Wage

- We are an accredited Living Wage Employer.
- Our procurement processes highlight our commitment to the Living Wage, and seek confirmation from bidders of their own. As appropriate that commitment is transparently recognised in our evaluation and selection process.

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

- We have adopted EVH terms and conditions of employment which include provisions that encourage and support trade union membership for staff; along with support for those carrying out official duties for the union.
- We are part of the multi-employer collective bargaining arrangement that EVH has with UNITE the union. This covers pay, grading arrangements and terms and conditions of employment.
- We will engage in constructive dialogue with our employees and their Trade Union representatives to address workplace issues and disputes.
- We have regular staff team meetings and other engagement measures (e.g. Staff Surveys, Staff Conferences) in place that provide opportunities for staff to influence our strategic planning and decision-making.

Invest in workplace development

- We carry out a Service Needs Analysis prior to recruitment to ensure appropriate skills, knowledge and capacity to support the delivery of our strategies and service commitments.
- We support staff throughout their employment with structured induction programmes, and with regular planning and support sessions and annual performance reviews that seek to identify performance and developmental needs; as well as exploring opportunities for formal and informal learning and development.
- We are members of SHARE, an organisation that provides tailored training for housing association staff.
- We support staff with membership of professional bodies to encourage continuous professional development through attendance at forums, training courses and networking events.

No inappropriate use of zero hours contracts

- The majority of our staff have an EVH contract of employment which clearly states the number of contracted hours and salary. We also have in place a limited number of session/relief contracts that ensure service delivery cover when other contract options are not suitable (e.g. sickness and holiday cover). For the limited number of session/relief contracts in use, the living wage is paid, a pension is provided, and holiday pay applicable (based on hours worked). Shifts are offered to workers in advance with no obligation to accept the work; this is highlighted throughout the recruitment process and within contract paperwork. The scope for enhancing the terms of these relief/sessional contracts will be further explored during 2024/25.

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

- We impact assess our policies, and we monitor data to ensure equality of opportunity and action to eliminate potentially discriminatory practices.
- We discuss and consider workplace adjustments that support staff to continue in employment.
- We have adopted EVH salary scales which are supported by a job evaluation system based on typical characteristics of any given job. This system, negotiated and agreed with Unite the union, focuses on the job and not the staff member.
- We report voluntarily to our Governing Body on the gender pay gap and we explore options for tackling any issues identified.

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

- Through EVH terms and conditions of employment we offer enhanced terms for a range of family friendly policies, including: Maternity Leave; Paternity Leave; Shared Parental Leave and Adoption Leave.
- We support compassionate and other special leave for staff members which are supportive in promoting a positive work life balance.
- We encourage health and wellbeing through our healthy working lives framework.
- We have a flexible working policy, and we operate a flexi time system.
- Our hybrid working policy offers employees the opportunity to work from home where this can be accommodated.
- Our qualified mental health first aiders are available to support staff if the need arises, with additional, confidential 3rd party counselling services accessible to all staff.

Oppose the use of fire and rehire practice

- We have a recruitment policy and procedures, and we would proactively engage with the trade union at the start of a process where changes may affect contractual terms. This would ensure full consultation with any affected staff members.