

## **Fair Work First Statement**

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach the Scottish Government is asking employers to adopt fair working practices.

Williamsburgh Housing Association is committed to the advancement of Fair Work First criteria. As an employer the Association cares about the well-being of staff and is committed to improving staff's work-life balance. Consequently, the Association works with the staff team to put fair work practices at the heart of our workplace.

Our commitments include:

### **We have an appropriate channel for effective employee voice**

- We are associate members of Employers in Voluntary Housing (EVH) to utilise their collective bargaining which regulates salaries for our employees.
- In 2023 we went through voluntary recognition with Unite the Union, staff are made aware of their opportunity to become members within our conditions of service and as part of the onboarding process through their HR induction.
- We carry out regular staff surveys and communicate the results and proposed actions.
- We provide facility time to support trade union engagement initiatives.
- Through our staff forum, Unite and staff representatives are involved in policy development.
- We have zero tolerance for bullying and/or harassment. We have a bullying and harassment policy.
- Staff can engage with senior management on a named or anonymous basis to raise any thoughts, concerns or otherwise for discussion at our full organisation team meetings.

### **Investing in workforce development**

- We invest in workforce development at all levels.
- We encourage continuous learning at every stage of the employment journey with development being discussed at the annual appraisals, 6- weekly one to ones or on an ad hoc basis between staff and line managers.
- We fund further education courses for staff where appropriate.
- Through collaborative working the staff have developed a Mental Health Framework for the organisation.
- In 2022 we achieved Silver status with Investors in People.

### **Not using zero hours contracts inappropriately**

- We have no zero-hour contracts in place

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

- We are associate members of Employers in Voluntary Housing (EVH) and have adopted their pay structure to ensure equality and transparency.
- As associate member of EVH our conditions of service are based on theirs with some enhancements along the way.
- We support flexible working across the organisation from the first day of employment.
- We offer employees the opportunity to adopt an agile/hybrid workstyle with a blend of working from home and working in our office.
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions through reasonable adjustments.

### **We pay the Real Living Wage**

- All employees earn above the Real Living Wage



### **Offering flexible and family friendly working practices for all staff from day one of employment**

- We have a range of family friendly policies, including enhanced maternity leave, paternity leave, shared parental leave and adoption leave.
- We have a special leave policy in place to support staff when things happen which are out with their control.
- We offer hybrid working for eligible employees.

### **We oppose the use of fire and rehire practice**

- We will carry out full and meaningful consultation when changing employees' contractual terms and conditions of employment.
- We will not use, or threaten to use, dismissal and immediate re-engagement practices.

Signed Commitment:

Name	Signature	Date
Elaine Hannigan Unite the union		24/01/2024
Jonathan Grant Chief Executive		24/01/2024