

Fair Work Statement

At Barrhead Housing we are committed to the principles and practical application of Fair Work First for every member of our team throughout the employee lifecycle. We continuously review and improve the way we work and promote Fair Work First throughout our supply chain.

✓ We have appropriate channels for effective voice, such as trade union recognition

- We recognise Unite the 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 activities
- We have Investors in People Silver accreditation and are committed to progressing towards Gold
- We undertake regular anonymous staff surveys; and hold regular team discussions and workshops to collect views and ideas. Results are communicated to employees and proposed action plans are developed and reviewed in response
- We have in place programmes for employee wellbeing and recognition which are developed with the team on an ongoing basis.

✓ We invest in workforce development

- We fund and support a range of professional and vocational training programmes at all levels and employees are encouraged to access learning and development opportunities including formal training, on the job training, shadowing, mentoring and self-directed learning
- The Association pays for all relevant professional subscriptions for employees to support professionalisation of the team
- Training requirements are identified during regular 1 to 1 discussions with managers and by individual development aspirations
- Every employee is given weekly protected time for learning and development.

✓ There is no inappropriate use of zero hours contracts

- We do not use zero hours contracts.

✓ We will take action to tackle the gender pay gap and create a more diverse and inclusive workplace

- Our recently updated Equality, Diversity & Inclusion statement demonstrates our commitment to keeping equality and diversity principles and kindness at the heart of all the decisions we make as a business. We aim to understand, value, respect and celebrate differences; to enable all colleagues to contribute and realise their full potential, and to make Barrhead Housing a safe open working environment. We work to ensure that no individual or group experiences unlawful discrimination in recruitment or in any of our actions. We will not tolerate less favourable treatment on the grounds of any protected characteristics or for any reason which cannot be shown to be justified.
- An Equality Diversity and Inclusion champions group chaired by the CEO coordinates activities to create a diverse and inclusive workplace
- As full members of EVH, we implement their agreed terms and conditions including pay scales to ensure equality and transparency in relation to pay

- We have implemented a new approach to collection and use of equalities data across all protected characteristics for job applicants and employees. This is used to identify and mitigate against any potential discrimination in recruitment/promotion including consideration of the gender pay gap.
- In everything we do, we work with our values:
 - ✓ Respectful – we are honest, trustworthy and reliable
 - ✓ Adaptable – we are flexible and react to change
 - ✓ Dedicated – we care about our purpose
 - ✓ Aspirational – we are forward thinking and committed to improvement
 - ✓ Responsive – we are efficient and accountable.

✓ We pay the Real Living Wage

- The Association pays the Real Living Wage to all employees and is Living Wage accredited
- We offer EVH enhanced terms and conditions; including annual salary review, defined contribution pension scheme including salary sacrifice option, childcare vouchers scheme, occupational health service, contribution to cost of glasses, cycle to work scheme, and membership of a credit union
- From the start of employment, we offer flexible and family friendly working practices including hybrid working, job share, compressed hours, part time hours and other flexible working options to promote wellbeing and work life balance
- Staff have access to special leave, parental leave, shared parental leave, adoption leave, unpaid leave and leave for other personal circumstances.

✓ We oppose the use of fire and rehire practices

- We oppose the practice of fire and rehire practice and work with our staff and trade union representatives to negotiate effective change management activities.