



## FAIR WORK FIRST STATEMENT

Scottish Borders Housing Association (SBHA) is committed to advancing Fair Work First criteria and our 2022-25 People Strategy supports this and details our commitments to actively achieving this.

Fulfilment	<i>We will nurture capability by motivating and engaging our people with their learning and development for all required skills and the agility for change.</i>
Effective Voice	<i>We will engage with our people to create a culture of ownership and collaboration to achieve the best outcomes for Tenants, customers, and their communities.</i>
Opportunity	<i>We will promote an inclusive modern workplace where our team values diversity, working together to reduce inequalities and provide inclusive services for all.</i>
Security	<i>We will have an organisational structure which is fit for the future, with the right people, in the right places with the right skills, to deliver excellent services and achieve high performance.</i>
Respect	<i>We will support the health and wellbeing of our people giving them access to tools they need as we adjust to new ways of working</i>

### Introduction

We are working towards advancing the Fair Work First criteria above. Our aim is to deliver good quality and fair work through continuous improvement.

We fully involve and engage with the trade unions on updates or changes made, to review actions and outcomes and identify further improvements for advancing the Fair Work First commitments.

#### 1 We commit to pay Real Living Wage

We are a Living Hours and Living Wage Accredited employer.

#### 2 We have appropriate channels for effective workers' voice

We have appropriate channels for effective employee voice to create a culture of ownership and collaboration.

- We recognise two Trade Unions and consult with them both on proposed changes in the organisation relating to our people. We make available, wherever possible, reasonable facilities necessary for Trade Union Representatives to carry out their duties efficiently and communicate effectively with their members.
- We have a range of employee engagement forums and working groups established, such as the Employee Strategy Group, Health Living Group and community of excellence focus groups for service improvement. These provide employees with safe environments to work in partnership to influence decision making, providing opportunities to seek their views, actively listen and act upon these.

#### 3 We invest in Workforce Development

We invest in the development of our workforce, offering and supporting our people to engage in learning and development opportunities. We will continue to support our people's learning and development, as we evolve to embrace new ways of working, developing a future skills development programme with emphasis on digital, low carbon, diversity, and new build.

- All employees are supported and encouraged to identify and discuss their development goals and plans at their annual Development Reviews and through regular one-to-one meetings with their line manager
- Formal and informal learning is offered across the workforce, relating to people's particular role and wider development.
- We are committed to providing apprenticeships and to supporting the Young Person's Guarantee.
- We support our employees to keep their professional qualifications up-to-date through continuous professional development, payment of fees and personal subscriptions.
- We are a silver accredited Investor in People organisation.
- We have a strong focus on the wellbeing of our people with an active Healthy Living Group.

#### **4 We do not use zero hours contracts inappropriately**

We do not use zero hours contracts.

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

We are a value-based organisation and ensuring a culture of equality, diversity, and inclusion (EDI) is everyone's responsibility.

- We have an Equalities, Diversity and Inclusion strategy and action plan in place
- We have an EDI Policy in place and our 2022-25 People Strategy promotes an inclusive workplace where our team values diversity and works together to reduce inequalities and provide inclusive services for all.
- We are committed to producing gender pay gap information to assist the achievement of this.
- We are a Disability Confident Employer. We encourage the employment and retention of all groups of people and consider any recommended reasonable adjustments to achieve this.
- We conduct Equality impact assessments before introducing new key policies and procedures or making proposed changes to existing services to ensure that they are fair and do not disadvantage any protected groups.
- We train all our teams and people managers on equality, diversity and inclusion and aim to keep EDI part of the conversation in all our activities.

#### **6 We offer of Flexible and family friendly working practices for all workers from day one of employment**

We have Flexible working policies in place and offer a variety of flexible working opportunities. This includes family friendly working practices, shared parental leave, special leave and flexible working patterns. We fully consider all flexible working requests received to ensure they are accommodated where possible.

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

We oppose the use of fire and rehire practices and we strive to ensure that everyone feels secure in their role with us.

We carry out full and meaningful consultation when changing employees' contractual terms and conditions of employment.