



clydebank housing association

Fair Work First Statement

Clydebank Housing Association (CHA) is a Registered Social Landlord and a Registered Charity. We are full members of Employers in Voluntary Housing (<https://www.evh.org.uk/>).

CHA is committed to ensuring that there are fair working practices in place and demonstrates its commitment to the Scottish Government's Fair Work First Policy by confirmation of the following:

Appropriate Channels for Effective Voice

A collective bargaining agreement on member salaries exists between EVH and the Unite Union. All of CHA's employees are given the opportunity to join Unite and we would support staff carrying out official duties for the union.

All of our employees are given the opportunity to input into our Business Plan, Objectives, our Policies and Procedures, Mission Statement and Core Values.

Our Senior Management Team actively promote a culture of openness and continuous improvement and welcome feedback and views on work practices and procedures, staff wellbeing, health and safety and any general concerns. This is assisted by monthly full staff meetings, staff teambuilding events and training, regular team discussions, one-to-one catch ups and general internal communications.

We have 2 Mental Health first aiders and offer a range of benefits above and beyond our terms and conditions, focussed on staff wellbeing.

Investment in Workplace Development

CHA is committed to developing staff through staff training plans and regular performance reviews of all employees. Our terms and conditions outline our commitment to support and develop employees. We have a budget for employee training and development and we actively support staff to complete qualifications relevant to their job roles and provide paid time off when appropriate. We encourage employees to be members of relevant professional bodies and provide support for them to continue their professional development by attending forums, training courses and networking events.



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No Inappropriate use of Zero Hours Contracts

We have no zero-hour contracts. All of our staff have an EVH Terms and Conditions Contract of Employment which clearly states their number of hours contracted for each week as well as their annual salary.

Commitment to Creating a Diverse and Inclusive Workplace

There is no gender pay gap within our organisation. Our salary scales focus on the job, not the staff member, and provides a tried and tested system to ensure fair and transparent arrangements for pay. We use grading guidelines which have been negotiated and agreed with the trade union. We are committed to being an equal opportunities employer and are registered as a Disability Confident Employer. We collect and review equalities information on applicants and employees. We have a range of Human Resource and Employee Policies, including Dignity at Work, which we regularly review and ensure our employees have access to these on our internal Intranet.

Commitment to Paying the Real Living Wage

EVH sets our salary scales and all our employees are paid in accordance with these. The bottom points of EVH salary scales reflect the real living wage and are increased each year to keep them in line. Current apprentices are paid above the National Living Wage.

Commitment to Offering Flexible and Family Friendly Working Practices

We have a Flexible Working Policy and employees are given the opportunity to use this policy. We commit to consider flexible working requests.

Our terms and conditions of employment set out enhanced terms for a range of family friendly policies, including the following:

- Maternity Leave
- Paternity Leave
- Shared Parental Leave
- Adoption Leave

We also have compassionate and other special leave available to staff members which are supportive to promoting a positive work life balance.

We Oppose the use of Fire and Rehire Practices

We have a recruitment policy and procedure and we oppose the use of fire and rehire practices. We would engage with the trade union at the start of any change process which may affect contractual terms. This would ensure full consultation with any affected staff members takes place.