



Fair Work First Statement

Langstane Housing Association is committed to advancing the seven Fair Work First criteria, as outlined in Scottish Government policy. As an employer, we care about the well-being of our employees and are committed to putting fair work practices at the heart of our workplace.

Our commitments include:

We have an appropriate channel for effective employee voice:

- We have a union recognition agreement in place with Unite and employees are made aware of their opportunity to become members. We make available, wherever possible, reasonable facilities necessary for Trade Union Representatives to carry out their duties and communicate effectively with their members.
- We have an Employee Health & Safety Group with representatives from across the organisation, including the Trade Union Representative, to allow effective consultation on health and safety matters.
- We have invested in employee engagement software to facilitate regular staff surveys and reviews. We have completed our first survey using the platform, and fed back results to all employees and will work with employees to take forward actions.
- We meet with employees monthly to share information on organisational matters
- We have an employee suggestion scheme and implement suggestions wherever possible

We invest in workforce development:

- We invest in the training needs of our employees, identifying requirements through regular reviews and providing appropriate learning opportunities
- We have an annual training budget to support employees to advance their careers through formal qualification where appropriate
- All employees have access to an online e-learning portal with a range of short courses suitable to their roles
- We are developing our learning and development practices to put personal learning plans in place for all employees

We do not use zero hours contracts inappropriately

- We do not make inappropriate use of zero hours contracts
- All our direct employees are employed on a fixed term or permanent basis with confirmed hours and working patterns

We take action to tackle the gender pay gap and create a more diverse and inclusive workforce:

- We have an Equality & Diversity Policy in place and regularly review our working practices and carry out training to increase awareness
- We have carried out a job evaluation process to ensure our salary structure is appropriate, and publish salary structure information, along with our terms and conditions, on our website for transparency
- We are a Disability Confident employer

We commit to paying the Real Living Wage

- We are an accredited 'Living Wage' employer and pay all of our employees the real Living Wage

We offer flexible and family friendly working practices for all workers from day one of employment:

- Our terms and conditions encourage a work-life balance approach. These include:
 - Hybrid working opportunities
 - Flexi-time
 - Opportunities for flexible working arrangements such as part-time roles and compressed hours etc.
 - Generous annual leave entitlement
 - Policies and procedures in place for maternity leave, paternity leave, adoption leave, parental leave and time off to care for dependents

We oppose the use of fire and rehire practice:

- We have a Recruitment Policy in place and oppose the use of fire and rehire practices