

Lochfield Park Housing Association Limited

“Fair Work First” Policy Statement

Lochfield Park Housing Association Ltd along with other RSLs and Councils throughout Scotland is committed to the delivery of high-quality public services and advancing the Fair Work First criteria.

We recognise the value of creating opportunities for organisations and individuals to become part of a workforce and supply chain that is well-rewarded, well-motivated, well-led, has access to appropriate further opportunities for training and skills development, is diverse, and engaged in decision making.

Lochfield Park uses fair work practices in all that it does specifically:

1. We have an appropriate channel for effective employee voice

- We are members of Employers in Voluntary Housing (EVH) which is an employer umbrella body well known in the Housing Association and Voluntary Sector for promoting best practice in all aspects of employment.
- EVH recognises Trade Unions and has collective bargaining with the Trade Union for all aspects of employee engagement. All staff are encouraged to join a Trade Union.
- We provide facility time to support regular engagement between our Trade Unions and their members.
- We make available to Trade Union representatives, wherever possible, reasonable facilities necessary for them to carry out their duties efficiently and communicate effectively with their members
- We engage in constructive dialogue with our employees to discuss and resolve any issues or disputes which may arise.
- We have policies and measures in place to support employees in the workplace and have a zero tolerance of bullying and other forms of abuse and harassment.

2. We invest in workforce development

- Our People are our most important asset, and we believe in supporting them to be the best they can be in their employment with Lochfield Park.

- Our Dignity at Work Policy sets out how all employees are expected to behave at work, creating a better working environment for all
- We provide learning opportunities for employees at all levels in the Association including providing apprenticeships and other opportunities for young people through suitable training initiatives.
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development
- We provide training for staff to become First Aiders.
- We will consult / survey staff about health, safety, and wellbeing matters from time to time to inform policy priorities and development

3. We do not use zero-hours contracts inappropriately

- We do not use supply and casual contracts to fill longer-term vacancies

4. We are an equal opportunity employer, who ensures that all staff are treated fairly and without discrimination

- We monitor equality outcomes to ensure we continue to understand any perceived barriers to employment with our Association.
- We support flexible working as much as a small organisation can allowing for the exigencies of the service.
- We offer employees the option to work from homes when required
- We are a Positive about Disability employer, encouraging the employment and retention of disabled people and those with health conditions.
- We are a member of EVH and commit to their conditions of service and employment standards which are well regarded in our sector.

5. We commit to paying the Real Living Wage

- We are an accredited Living Wage employer
- We support all attempts to expand this important anti- poverty initiative.

6. As members of EVH we offer flexible and family-friendly working practices for all workers from day one of employment as detailed in their conditions of Service e.g.

- Parental Leave
- Bereavement Leave
- Compassionate and other special leave
- Time off for voluntary and other public duties

7. We oppose the use of fire and rehire practice

- We strive to achieve change through agreement
- We are committed to working with our Trade Union partners to ensure there is effective consultation and negotiation relating to change.

8. Procurement of services

- The Fair Work First criteria are referenced in our procurement and works contracts, to encourage third-party providers to adopt positive fair work practices.
- We also reference the Fair Work First Criteria in the tender evaluation process as part of the Price / Quality Assessment.
- We are members of Scotland Excel

As a small organisation we must be realistic in the influence that we can have on others however in the spirit of this statement we will promote best practice, to meet as many of the aims as possible in all aspects of our business.

We are committed to providing staff with a fair and equitable employment and reward package, and encourage where possible contractors, possible contractors, companies, and others we work with to take the same approach.