

## **Fair Work First**

Thenue Housing Association is fully committed to advancing the Fair Work First criteria, specifically:

### **1. We have an appropriate channel for effective employee voice**

- We recognise a Trade Union and encourage membership. 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 engage in constructive dialogue with our employees and their Trade Union representatives to address workplace issues and disputes.
- We have a Staff Forum in place with a staff representative from each area of the business.
- We carry out regular staff surveys and communicate the results and proposed actions.

### **2. We invest in workforce development**

- All staff members have a learning and development plan in place and we offer both formal and informal learning opportunities.
- We fund further education courses for staff where appropriate.
- We have introduced trainee roles to help staff progress in their career by 'learning on the job'

### **3. We do not use zero hours contracts inappropriately**

- We have no zero-hour contracts in place

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

- We are members of Employers in Voluntary Housing (EVH) and have adopted their terms and conditions and pay scales to ensure equality and transparency in relation to pay.
- We have reviewed and updated our Equality and Diversity Policies and Procedures

### **5. We commit to paying the Real Living Wage**

- We are an accredited Living Wage employer

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

- We operate a 'flexible first' way of working.
- We have career break, adoption, shared parental leave, special leave and flexible working procedures in place

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

- We are committed to working with our employees and Trade Union representatives to ensure there is effective consultation and negotiation relating to change.