

Fair Work First Statement

At Maryhill Housing we are committed to the principles and practical application of Fair Work First for every member of our staff team throughout the employee lifecycle. We will achieve this by continuously reviewing and improving the way we work and ensuring our policies reflect our commitment to the principles of Fair Work First.

- ✓ **Appropriate channels for effective voice, such as trade union recognition;**
 - We recognise a Trade Union and have a collective bargaining agreement in place through our membership of EVH
 - We hold monthly meetings with TU regional and staff representatives where a range of topics are covered including any workplace issues raised by the staff body
 - We work closely with our staff and Trade Unions to ensure there is effective consultation and negotiation during any change management activities
 - We undertake regular anonymous staff surveys to ascertain staff engagement. Results are communicated to staff and proposed action plans are developed and reviewed in response
- ✓ **Investment in workforce development;**
 - The Association funds a range of professional and vocational training programmes at all levels and employees are encouraged to access learning and development opportunities
 - Training requirements are identified during annual appraisals, regular 1 – 1 discussion with managers and by individual development aspirations
 - We employ trainees and apprentices to support staff to progress in their careers.
- ✓ **No inappropriate use of zero hours contracts**
 - We do not use zero hours contracts inappropriately. We have a small pool of sessional workers deployed within one specific area to cover staff absence and to ensure continuity of essential services to our tenants and customers (less than 2% of the workforce at any given time would be covered by sessional staff)
- ✓ **Action to tackle the gender pay gap and create a more diverse and inclusive workplace**
 - One of the Association's core values is "*Embracing People's Differences.*" Regular training is given to the staff team to promote practical application of this value across every aspect of our business
 - Our recently updated Equality, Diversity & Inclusion Policy demonstrates our commitment to fairness and equality of opportunity and this is underpinned by our Equality & Diversity strategy.
 - As full members of EVH, we implement their agreed terms and conditions including pay scales to ensure equality and transparency in relation to pay
 - The Association has implemented a new approach to collection and use of equalities data across all protected characteristics for job applicants and staff. This will be used to identify and mitigate against any potential discrimination in recruitment/promotion including consideration of the gender pay gap
- ✓ **Payment of the Real Living Wage**
 - The Association pays the Real Living Wage to all staff
 - From the start of employment, we offer flexible and family friendly working practices including job share, compressed hours, part time hours and flexible (remote/hybrid) working for office based staff to promote wellbeing and work life balance
 - Staff have access to special leave, parental leave, shared parental leave, adoption leave and leave for other personal circumstances
- ✓ **Oppose the use of fire and rehire practices**
 - We oppose the practice of fire and rehire practice and work with our staff and TU representatives to negotiate effective change management activities.