

Fair Work First Statement

Cunninghame Housing Association is committed to ensuring that it meets the Fair Work First criteria. As an employer we care about the overall well-being of our staff and are committed to improving our employees work-life balance. Fair work practices are key to our success and our EPICC values are at the heart of the Association.

We demonstrate this by:-

1. We have committed to paying the Real Living Wage.
 - a. We are currently in the process of becoming a full accredited Living Wage Employer.
 - b. All the Cunninghame Group of Companies employees are currently paid within the Real Living Wage scales.
2. We have an appropriate channel for an effective employer voice.
 - a. Cunningham Housing Association recognise a Trade Union and we believe that it is in our employee's best interests to become a member of an appropriate Trade Union. We will provide necessary facilities for meetings of Trade-Union members and engage in constructive dialogue with our employees and their Trade Union representatives to address workplace issues and disputes.
 - b. We have various Staff Working Groups set up with a cross representative of employees from across the Cunninghame Group of companies who meet regularly to discuss areas relating to Health & Safety in the Workplace and Employee Well-being.
 - c. We carry out regular staff surveys to gain their opinions on all areas of the workplace.
 - d. We have an 'open door' policy from our Executive Management Team.
 - e. We hold regular staff meetings within all departments.
3. We are committed to investing in our employee's development.
 - a. From the moment an employee starts with Cunninghame Housing Association, we invest in that person by delivering a comprehensive Induction Programme and a fully role specific tailored Training and Development Plan. This is reviewed regularly, and feedback gained from the employee.
 - b. We fund Further Education courses for our employees where appropriate to "Grow our Own".
 - c. We offer several Apprenticeship Programmes and offer trainee roles in all our departments to assist staff to progress within the Association. Our internal Promotion rates are evidence of this, and we are totally committed to succession planning across the Association.
 - d. We provide regular reports on Training and Development to our Board of Management to demonstrate our commitment to our employees ensuring total transparency.
 - e. We currently have Investors in People Platinum and Investors in Young People Gold accreditations.

- f. We pay and professional bodies membership fees as appropriate.
- 4. We do not use zero hours contracts inappropriately.
 - a. We have no zero-hour contracts in place.
- 5. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace.
 - a. We are members of Employer in Voluntary Housing (EVH) and have adopted their terms and conditions and pay scales to ensure equality and transparency in relation to pay. This is something we have adopted for our two Subsidiary Companies as well.
 - b. We regularly review and update our Equality and Diversity Policies and Procedures and provide regular training and awareness sessions to employees and committee members.
 - c. We believe everyone is entitled to be treated fairly with dignity and respect.
 - d. We are Disability Confident Employer.
- 6. We offer flexible and family friendly working practices for all employees from day one of employment.
 - a. We have adopted a Hybrid Working Model across the organisation and are looking at other Flexible approaches to work.
 - b. 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.
 - a. We are committed to working with our employees and Trade Union representatives to ensure that there is effective consultation and negotiation in relation to any changes in the organisation.