



Fair Work First Statement

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

Appropriate channels for effective voice

- We have an appropriate channel for effective employee voice.
- We recognise a Trade Union and encourage membership.

Investments in Workforce Development

- We invest in workforce development. We undertake skills audits of our staff and Board to ensure we maximise opportunities for learning and development.
- All staff members have an available training budget we offer both formal and informal learning opportunities.
- In addition, we fund further education courses for staff where appropriate.

No inappropriate use of zero hours contracts

- We have a no zero hour contract in place.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

- 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.



Payment of the real living wage

- We commit to paying the Real Living Wage.
- We as a member of EVH pay the real living wage as a minimum which is set as the bottom point of the salary scales.
- The bottom points of the salary scales are increased each year to reflect the increase in the real living wage.

Offer flexible and family friendly working practices for all workers from day one of employment

- We offer flexible and family friendly working practices for all workers from day one of employment which includes the following:
 - Maternity Leave
 - Paternity Leave
 - Shared Parental Leave
 - Adoption Leave
- Our terms and conditions set out a commitment to consider flexible working requests and to have in place a flexible working policy.
- Our terms and conditions set out compassionate and other special leave available to staff members which are supportive to promoting a positive work life balance.

Oppose the use of fire and rehire practice

- 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.