

Ochil View Housing Association is 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 (e.g. changes to pension conditions)
- Employees are offered supportive contact through open forum one to one meetings with their line managers.
- We have an Employee Wellbeing Group with a representative from each area of the business.
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.
- We carry out regular staff surveys and communicate the results and proposed actions
- We have been awarded Gold accreditation status for Investor In People.

2. We invest in workforce development

- We provide learning opportunities for employees at all levels.
- We provide training for employees to become Mental Health First Aiders who volunteer to offer a confidential listening ear for other employees in times of vulnerability.
- We fund further education courses for staff where appropriate.

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 Human Rights Policy and Strategy and these policies are reviewed at regular intervals.

5. We commit to paying the Real Living Wage

- We are an accredited Living Wage employer.
- We collate data from our procurement activities on contractors working for the Association and encourage enrolment on the accredited scheme.

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

These include policies which support flexible and family friendly working practices:-

- Flexible working policy
- Dignity at Work policy
- Employee Domestic Abuse Policy
- Homeworking Policy
- Flexitime Policy
- Sabbatical Policy
- Dependent Care policy
- Time off for voluntary 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 Unions partners to ensure there is effective consultation and negotiation relating to change.

During all procurement activities, the Association requires bidders to complete and return a Fair Working Practices form which encourages third party providers to adopt positive working practices.