



Gardeen Housing Association is fully committed to advancing the Fair Work First criteria, as outlined in the Scottish Government policy to ensure high quality and fair working practices across the labour market in Scotland. Gardeen will ensure:

We have an appropriate channel for effective employee voice.

- We recognise a Trade Union and encourage membership. We make available reasonable facilities for Trade Union representatives to work with their members. We engage in constructive dialogue with our employees and their Trade Union representatives to address workplace issues.
- We carry out regular staff surveys and communicate the results and proposed actions.

We invest in workforce development.

- We conduct annual appraisals for staff to agree development targets and we offer both formal training and informal learning opportunities.
- We fund further education courses for staff where appropriate.
- We help staff progress in their career by 'learning on the job'.
- We provide tailored training for HA staff.

We do not use zero hours contracts inappropriately.

- We have no zero-hour contracts in place.

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 will adopt 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 Policy and Procedures.
- We are an accredited Disability Confident Employer.

We commit to paying the Real Living Wage

- We are an accredited Living Wage employer.