



Abronhill Housing Association is dedicated to promoting the Fair Work First criteria, as outlined in the Scottish Government policy to ensure high-quality and fair working practices across Scotland's labour market. Abronhill will ensure:

We have an effective channel for employee voice.

- We recognise a Trade Union and encourage membership. We provide 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 conduct regular staff surveys and communicate the results and proposed actions.
- We are full members of EVH and their role can be found at www.evh.org.uk
- Our principle guidance is from the Joint statement made by EVH and Unite the Union which can be found on our webpage [Joint Statement](#)

We invest in workforce development.

- We conduct annual appraisals for staff to agree on development targets and offer both formal training and informal learning opportunities.
- We fund further education courses for staff where appropriate.
- We help staff progress in their careers through 'learning on the job'.
- We provide tailored training for our 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 adopt their terms and conditions and pay scales to ensure equality and transparency about pay.
- We have reviewed and updated our Equality and Diversity Policy and Procedures.
- We are an accredited Happy To Translate employer.

We commit to paying the real Living Wage.

- We are an accredited Living Wage employer.