



Fair Work First Statement

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

- We have an appropriate channel for effective employee voice - We recognise a Trade Union and encourage membership.
- We invest in workforce 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.
- 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 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.
- We commit to paying the Real Living Wage
- We offer flexible and family friendly working practices for all workers from day one of employment.
- 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.