



Eildon Fair Work Statement

Eildon Housing Association is committed to advancing the Fair Work First criteria through the adoption of high standards and fair working practices, specifically:

1. We have an appropriate channel for effective employee voice

- Fair work is work that offers all individuals an effective voice, opportunity, security, fulfilment, and respect. Our people play a key role in delivering our vital services to customers and communities across the Scottish Borders. We aim to provide a positive working environment with high quality and engaging work, where our people feel they belong and can thrive.
- Eildon has appropriate channels for effective voice, engaging quarterly with all our employees through all staff FORUM meetings.
- We conduct annual employee engagement surveys communicating the results and proposed actions.
- We encourage our line managers to have regular supportive contact with their team members in conversations about performance, development, learning, and wellbeing.
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

2. We invest in workforce development

- Eildon invests in people development. We provide training for leaders to improve their support for our diverse and talented workforce to realise their full potential. Our learning approach provides a wide range of formal and informal learning resources, face-to-face and online, to enhance skills, increase knowledge and build capability across the organisation.
- Our Competency Framework sets out how all employees are expected to behave at work, creating a better working environment for all.
- We are committed to providing apprenticeships and other opportunities for young people.
- We survey staff about health, safety and wellbeing matters from time to time to inform policy priorities and development.

3. We do not use zero-hours contracts inappropriately

- Eildon only uses zero hours contracts for relief workers to cover unplanned absences in our care services and for other temporary/project work. Workers on these contracts are not obliged to accept work when it is offered. We do not restrict relief staff from working with other organisations and periodically engage with them and they report that they appreciate the flexibilities this form of working offers.
- We do not use relief and casual contracts to fill longer-term vacancies.

4. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace

- We gather data to understand our workforce diversity and pay gap information.
- We support flexible working, offering a wide range of flexible working patterns.
- We offer many employees the opportunity to adopt a Hybrid Workstyle, a blend of working from home and in our offices.
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions.

5. We commit to paying the Real Living Wage

- Eildon have been an accredited Living Wage employer since 2016.
- We support the initiative for the Scottish Borders to become a Living Wage place.

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

- Eildon offers progressive and flexible family friendly working practices for all our people through our Family Friendly Policy and procedures to enable the balancing of work life with personal needs.

7. We oppose the use of fire and rehire practice

- Eildon opposes the use of fire and rehire practices and works to avoid such an approach in any circumstance.

When procuring goods and services we ask that contractors/suppliers demonstrate their commitment to the promotion of Fair Work practices within their business.

Our Fair Work First statement remains under review and open to further improvement.