

Hebridean Housing Partnership – Fair Work First Statement

Hebridean Housing Partnership (HHP) have Unison as our recognised Trade Union and we have an active membership within our staff. Our Unison colleagues are consulted on pay, terms and conditions and proposed changes to the organisation and act as a conduit of questions and opinions to senior management. We conduct regular staff surveys and pulse surveys, named and anonymous to capture staff voice. We hold quarterly all staff meetings, monthly Managers Meetings and weekly Executive Team meetings.

The organisation makes significant investments in the development of its workforce. As well as individual, team and organisational learning and development, we have a comprehensive induction programme, we offer weekly half day protected time, and we are supporting our Operational Managers to achieve their chosen professional qualification. We also have a Training Plan which is reviewed annually.

All staff at HHP have contracted hours of work.

HHP uses many approaches to tackle unconscious bias and to increase our diversity of staffing. We train in best recruitment practice, anonymise recruitment documents for selection and collect and monitor equalities data.

HHP regularly carries out gender pay gap reporting and we use this data to inform our practices.

HHP is an accredited Scottish Living Wage Employer. All staff except first year Modern Apprentices are paid above the Real Living Wage.

We have learned a great deal from the flexible ways of working required by the pandemic and all our staff are offered flexible and hybrid working from day one.

We also offer a generous flexi time scheme to all permanent staff,

A suite of 'Family Friendly' Policies exists, most of which extend beyond statutory obligations.

HHP has never used 'fire and rehire' practices and we do not envisage doing so in the future.

HHP has measured its current approaches using the Fair Work Employer Support Tool and we are using the recommendations from that to further improve and embed best practice.

Dena Macleod
CEO



Ken Matthews
UNISON



14 March 2023