



Albyn Housing Society- Fair Work First Statement

Albyn Housing Society has recognised trade union in GMB and active membership in our staff. Our GMB colleagues are consulted on pay, terms and conditions and proposed changes in 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 monthly all staff briefings online; frequent facilitated face-to-face all staff meetings to seek staff voice on our vision and values and to contribute to our business plan. We also hold extraordinary all staff face to face meetings when there are significant issues affecting our customers and business to seek their input into solutions.

The organisation makes significant investments in the development of its workforce. As well as individual, team and organisational learning and development, we have re-introduced a comprehensive induction programme, introduced CIH qualifications into our onboarding and probation support; we offer monthly half days for learning and development protected time; and we are supporting our operational managers to achieve ILM 5 qualifications. We are working to develop a 'learning and development matrix' which will capture skills, competencies, and behaviours in each of our roles.

All staff in Albyn Housing Society and our subsidiary, Highland Residential Limited, have contracted hours of work.

Albyn 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, collect and monitor equalities data for job applicants and are introducing a suite of training on equality, diversity and inclusion (EDI) to all our staff as well as introducing anonymous equalities monitoring for our existing staff.

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

Albyn Housing Society is seeking accreditation as a Scottish Living Wage Employer. All staff are paid above the Real Living Wage.

We have learned a great deal from the flexible ways of working required by the pandemic and currently all our staff are offered flexible and hybrid working from day one, under a trial called 'Hub, Home & Roam' meaning our staff:

- 'Hub' means you can still see colleagues face-to-face
- 'Home' is about how we've shown we can be productive and efficient when working remotely
- 'Roam' is about offering community-based service delivery and meeting customers and visiting them in their homes or local communities

We also offer a generous flexitime scheme to all staff from day one.

An extensive 'Family Friendly' suite of policies exists, all of which extend significantly beyond statutory obligations.

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

Albyn 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.

Kirsty Morrison
CEO

George Mackie
GMB

