

CASTLEHILL HA – FAIR WORK FIRST STATEMENT



Castlehill Housing Association is committed to the principles of the Scottish Government's Fair Work First.

In our Strategic Plan, Castlehill HA sets out our vision:

“To be recognised as a leading provider of high-quality affordable homes in North-East Scotland and as an organisation that cares about people”.

- Castlehill HA endeavours to promote a culture where staff have the opportunity to input their views on significant issues being considered by the Association. Our staff have a range of options available to voice their views and ideas including Consultation Working Groups, our quarterly all staff meetings, use of “suggestions box”, an open-door policy from our Chief Executive and other members of our Senior Management Team and representation on our Health & Safety Group.
- We invest in developing our workforce through our annual appraisal process where all our staff have the opportunity to discuss their performance and developmental needs. We have an annual training plan and invest a significant budget in funding staff training, development and support.
- We have a full range of policies promoting fair treatment and that support the wellbeing of all staff.
- Castlehill HA does utilise a limited number of “relief” workers who do not have set hours. There is no expectation on those members of staff to undertake any work offered or that they are excluded from working for any other organisation.
- Castlehill HA has never used ‘fire and rehire’ practices and opposes their use.
- We are committed to promoting equality of opportunity, inclusion and diversity in our roles as a housing provider and landlord, as an employer and in all areas of our business.
- Our salary rates ensure that Castlehill HA meets current real living wage requirements for all staff and remain in line with Real Living Wage Accreditation guidance at all times.
- We offer a wide range of flexible, hybrid and family friendly policies which are available to all our staff from the first day they join Castlehill HA.