

# Right There

Right There is fully committed to and adheres to the Scottish Government's Fair Work First principles, helping ensure our workforce is managed, motivated and remunerated fairly.

## **1. Payment of at least the Real Living Wage**

All employees, including casual and agency staff, earn above the real Living Wage. Staff pay is reviewed annually, and all subcontractors must also meet the same standards.

## **2. Appropriate channels for effective workers' voice**

We encourage trade union membership and involve staff in our planning processes. Engagement is maintained through regular surveys, quarterly People Team visits and structured support meetings.

## **3. Investment in workforce development**

Employees receive a structured induction and a range of internal training. We also provide £250 annually per employee for external training at a minimum.

## **4. No inappropriate use of zero hour contracts**

We offer secure contracts and use a casual staff pool only for emergency cover. Casual staff earn 13.3% more per hour than permanent staff in lieu of paid holidays. We regularly review our casual staff pool and transition eligible individuals into permanent roles.

## **5. Action to tackle the gender pay gap and create a more inclusive workplace**

We utilise diverse interview panels and inclusive recruitment. As of April 2025, Right There's gender pay gap was 0.04% in favour of women, much better than the national average.

## **6. Flexible and family-friendly working practices from day one**

Flexible working is available from day one. We offer enhanced pay for maternity, paternity, adoption and carers' leave, with rotas designed to support personal commitments.

## **7. Oppose the use of fire and rehire practice**

We are opposed to fire and rehire practices. Contractual changes are made following consultation and mutual agreement. During restructures, we prioritise redeployment and provide dedicated counselling and management support to staff.

*Preventing homelessness, one person at a time.*