

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.