

Right There is committed to the Scottish Government's Fair Work First criteria. We recognise that a properly managed, engaged and remunerated workforce is critically necessary for the delivery of high-quality services.

## 1. Payment of at least the real Living Wage

Right There pays all staff, including casual and agency staff, more than the real Living Wage. Social care staff receive a minimum of £14.41 hourly, exceeding the real Living Wage rate of £13.45 by 7.14%. We guarantee third-party sub-contractors or agency partners engaged on services are also contractually obligated to pay staff at least the real Living Wage. Pay is reviewed each year in line with the Consumer Price Index.

## 2. Appropriate channels for effective workers' voice

We maintain a co-determination approach where worker views are sought and acted on through various channels:

- ✓ Collective Voice – We support trade union membership and staff can be accompanied by union representatives when appropriate at meetings. We maintain this Fair Work First statement on our website, agreed with staff, illustrating Right There's public commitment to these principles.
- ✓ Individual Voice – Staff have support and supervision meetings, appraisals and engagement surveys regularly. Our People Team visits services regularly to follow up on surveys.
- ✓ Co-production – Staff co-produce annual business plans with their managers, setting their own goals and objectives with appropriate guidance.

## 3. Investment in workforce development

New employees undertake a structured induction and ongoing training that covers Fair Work First principles and sector-specific learning:

- ✓ Internal Training – We deliver in-house courses on subjects like trauma-skilled practice, child and adult protection, psychologically informed environments, de-escalation, EDI and carbon literacy.
- ✓ In-house counselling – Employees have access to free in-house counselling as required.

- ✓ External Training – Our staff have immediate access to £250 each year for external training. We also support higher-level qualifications, such as SVQ qualifications required for the role.

#### **4. No inappropriate use of zero-hours contracts**

We oppose exploitative practices and provide secure contracts. We maintain a casual staff pool only to cover absences among permanent staff. Casual staff are paid our sector-leading rate of £14.41 per hour, plus 13.04% in lieu of annual leave. Right There regularly reviews its casual pool to identify opportunities for permanent roles, supporting the Living Hours principle via consistent work patterns.

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

We actively address barriers to diversity and inclusivity, closely guided by our robust EDI policy. Our employee lifecycle processes are reviewed regularly to help ensure they foster both. Last year, our 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**

We have a variety of attractive benefits. We offer flexible working from day one of employment. We further provide enhanced staff pay for maternity, paternity, adoption and carer leave. Our rotas are made to accommodate change, facilitating professional training and personal responsibilities as needed. Additionally, we offer six weeks' annual leave, increasing to eight after a year (with the option to purchase another week), enhanced sick leave, a contributory pension and life insurance (4 x salary). We provide public holiday and jury duty pay, too.

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

Right There does not use fire-and-rehire practice. Contractual changes needed are made through meaningful consultation and mutual agreement. In the event of service restructures, we examine redeployment options thoroughly and offer line management support and counselling to staff.



*Preventing homelessness, one person at a time.*