

Fair Work First

Abertay Housing Association is committed to advancing Fair Works First principles as follows:

1. The Association's Terms and Conditions promote union representation and many of the Association's employees are in a union, although not necessarily the same union. Whilst the Association will always entertain union representation, the most appropriate channel for effective voice is by way of the Staff Wellbeing Group and, for health and safety related matters, the Health and Safety Steering Group.
2. The Association has an annual Staff Training and Development Budget commensurate with the size of the Association's workforce and the Association's objectives. Essential Training and Desirable Training is identified on individual staff Employment Development Reviews. Professional training is also supported where appropriate.
3. There is no inappropriate use of zero hours contracts.
4. The Association recently employed an independent Human Resource Consultant to carry out a comprehensive review of Staff Terms and Conditions, which incorporated a Job Evaluation Exercise in respect of equal pay.

The Association's median gender pay gap is currently 0.0%

The Association understands and addresses perceived barriers to employment and does not discriminate against any staff or potential staff in relation to all protected characteristics.

5. None of the Association's employees are paid below the Real Living Wage. The Association actively promotes its commitment to the Real Living Wage in our recruitment and on our website.
6. The Association has a suite of Human Resource Policies which not only incorporate statutory flexible and family friendly working practices, but also enhances them in many respects.
7. The Association opposes and will not accept a fire and rehire practice.



CHIEF EXECUTIVE

12.3.25



CORPORATE SERVICES OFFICER

12⁰³ 2025