



FAIR WORK FIRST

The Rural Stirling Group (RSG) is committed to the principles of the Scottish Government's Fair Work First. We believe that our people are our greatest asset and essential to our future success. We pay and are committed to paying the real Living Wage, as a minimum, to all our employees. We want everyone who works for us to feel happy, healthy and engaged, to feel valued and supported, and to enjoy working with us. We are full members of Employers in Voluntary Housing (EVH) and both EVH and Unite the Union, have endorsed our Fair Work Statement. We demonstrate our commitment to the Fair Work First principles by implementing the following measures:

- All of our team members have numerous options to voice their views and ideas through our People Development Framework, quarterly Full Team meetings, annual teambuilding event and an open-door policy from our CEO and other members of our Senior Management Team.
- We invest in developing our workforce by regular appraisal meetings with all our team members to discuss their performance and developmental needs. We create an annual training plan and invest a relatively high percentage of our budget in funding development opportunities which support our staff.
- RSG does not make use of the practice of firing and rehiring staff. Any changes to terms and conditions are made through EVH in consultation with our recognised trade union, Unite.
- We do not employ any of our team members on zero hours contracts.
- We are committed to promoting equality of opportunity and diversity in our roles as a housing provider and landlord, as an employer and in all areas of our business. We believe everyone is entitled to be treated fairly with dignity and respect. Our Equality and Diversity Strategy and Policy, with its associated action plan, is central to organisational governance and its objectives are applied to all organisational services.
- As a Registered Social Landlord, we use our influence through our Sustainable Procurement Policy to encourage our contractors to pay their staff the real Living Wage.
- 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 our team.
- As an organisation that has attained the Investors in People Silver Standard and is currently working towards Gold accreditation, we embrace the best possible human resource practice as a legitimate way to manage our staff.