

Fair Work First is the Scottish Government's policy to drive high quality and fair working practices for workforces within Scotland. The policy does this by setting criteria that organisations are encouraged to adopt and from 1 July 2023 organisations applying for public funding have to demonstrate their commitment to the principles and make this publicly available on their websites.

The purpose of this joint statement is to confirm standards set within the Atrium Group (Atrium) employment policies and practices which comply with the fair work criteria.

- **Appropriate channels for effective voice**
 - While Atrium does not recognise a trade union for negotiation purposes, its terms and conditions of employment have provisions within them to support trade union membership for staff, along with support for those carrying out official duties for a union.

- **Investments in Workforce Development**
 - Atrium's terms and conditions of employment have provision within them outlining its commitment to support and develop employees.
 - This commitment includes appropriate financial support to employees to complete qualifications relevant to their job roles along with paid time off when appropriate.

- **No inappropriate use of zero hours contracts**
 - All staff in Atrium are employed under the same terms and conditions of employment.
 - The use of zero hours contracts is not a common practice in Atrium however there may be limited circumstances where this is appropriate. Atrium would consider the use of this type of contract carefully and review on a regular basis.

- **Action to tackle the gender pay gap and create a more diverse and inclusive workplace**
 - Atrium's salary scales are supported by a job evaluation system which is based on typical characteristics of any given job. The system focuses on the job, not the staff member and provides a tried and tested system to ensure fair and transparent arrangements for pay.
 - Atrium's terms and conditions of employment set summary points for both equal opportunities and dignity at work.

- **Payment of the real living wage**
 - Atrium is a certified real living wage employer and pays the real living wage as a minimum.
 - The bottom points of the salary scales are increased each year and adjusted to ensure that they do not fall below the real living wage.

- **Offer flexible and family friendly working practices for all workers from day one of employment**
 - Atrium’s terms and conditions of employment set out enhanced terms for a range of family friendly policies, including the following:
 - Maternity Leave
 - Paternity Leave
 - Shared Parental Leave
 - Adoption Leave
 - Atrium’s terms and conditions set out a commitment from it to consider flexible working requests and Atrium has in place a Flexible Working Lives Policy.
 - Atrium’s terms and conditions set out compassionate and other special leave available to staff members which are supportive to promoting a positive work life balance.

- **Oppose the use of fire and rehire practice**
 - Atrium will engage with staff at the start of the process for any changes which may affect contractual terms. This ensures full consultation with any affected staff members takes place. The purpose of consultation is to explore options to reach agreed outcomes.

Signed for Atrium Homes



Alistair Reid
Chair



Shannon Watson
Chief Executive