



Fair Work First

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland by applying fair work criteria to grants, other funding and public contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach the Scottish Government is supporting employers who adopt fair working practices, specifically:

- Appropriate channels for effective voice.
- Investment in workforce development.
- No inappropriate use of zero hours contracts.
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- Payment of the real living wage.
- Offer flexible and family friendly working practice for all workers from day one of employment.
- Oppose the use of fire and rehire practice.

For public sector grants awarded on or after 1 July 2023, the default position is that Fair Work First criteria for paying at least the real Living Wage and providing appropriate channels for effective workers' voice will be mandatory while the other criteria will continue at this stage to be encouraged.

Osprey – our approach

We have developed and dedicated a page on our website, [Fair Work First - Osprey Housing](#), to outline how we approach and support being a Fair Work first ambassador and deliver our Strategic Ambition to be a Great Place to Work.

Osprey Housing is committed to the principles of the Scottish Government's Fair Work First. One of our four strategic ambitions is to be a great place to work and we demonstrate this aspiration by implementing the following measures:

1. The Real Living Wage

Osprey Housing have an agreed pay structure which is known to all Staff. No levels within the structure are less than the Real Living Wage. Apprentice grades are paid more than the Real Living Wage.

Osprey Housing was accredited as a Living Wage employer in February 2018. As a Registered Social Landlord, we feel we have a moral duty to be accredited not only for the benefit of our own team members but also because of our ability to influence and support our local contractors to pay their Staff appropriately.

2. The Workers Voice



We have a formally established Colleague Council with representation from all teams. This group have a formal remit, have an elected Chairperson and a nominated representative from each department. All our team members have numerous options to voice their views and ideas through this forum. Minutes of meeting are circulated to all Staff. The minutes are shared with our Board which ensures transparency and meaningfulness of any topics raised or discussed. This approach ensures our Staff team feel heard and informed.

Osprey Housing has a strong culture of openness and transparency. Our Chief Executive and Senior Leadership Team have an open door policy that enables any member of Staff to speak to any of them at any time, on any matter of concern. We have bimonthly Staff meetings, where Chief Executive and other members of our Senior Leadership Team update Staff on current organisational matters.

Managers have regular formal and informal one-to-ones with Staff to ensure their viewpoint are heard and accepted, and their development is considered.

We have an Ideas Lab, a process which considers all new ideas, improvements or concepts from our team and allow this to be captured, reviewed and fed back in a 360 approach.

We carry out regular 'wellbeing' surveys and have a program of 'wellbeing' Staff courses.

Osprey Housing has clear policies and procedures in place to ensure grievances and are recorded and dealt with effectively.

3. Commitment to Workforce Development

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 budget accordingly to ensure we can fund development opportunities which support our continual learning approach. We have created and continue to develop 'Osprey Academy', an online learning portal where Staff and Board members can both access and share training materials, course contents and other information. Formal and informal training is offered across the organisation. This includes cross department training to ensure our Staff are aware of their fit within the organisation, other departments processes and opportunities for their development into these departments.

We support professional development through fully subsidising the cost of professional qualifications recognised within our training framework. Support for payment towards professional memberships are also part of our ongoing commitment to CPD.



Osprey Housing supports the Young Persons Guarantee and has an apprenticeship program in place. We have several full time members of Staff who have joined the organisation through the apprenticeship program.

Osprey Housing is accredited to 'Investors in People' – Gold Standard, we embrace the best possible human resource practice as a legitimate way to manage our Staff.

All Staff and Board members have received 'Carbon Literacy' training. We have an Environmental Sustainability Work Group to ensure training is kept up to date and promote the topic throughout the organisation.

4. No Zero-Hours Contracts

We do not employ any of our team members on zero hours contracts. We were accredited as a member of Zero Hours Justice campaign in August 2023 also raising awareness with our contractors and other partner organisations.

5. Gender Pay Gap and more Diversity

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 and embraced as part of our culture. This Policy aligns with the Scottish Government's 'Equality Safe' principals.

We recruit and promote on a 'gender blind' basis and can demonstrate that Gender Pay Gap is not an issue within the organisation. We monitor ethnicity and disability with our Board, Staff and Tenants to ensure that they represent our operating environments, and we take appropriate measures to ensure we support and enable disabled staff in our working environment.

6. Flexible Working

Osprey Housing has a Flexible Working Policy. We offer a wide range of flexible and family friendly options to all our Staff from the first day they join our team. We endorse a hybrid working model which supports the needs of our Staff and the organisation to achieve high performance. We provide Staff with appropriate equipment to enable them to work effectively from home or the office as meets their needs. Meetings for Board members and Staff can be attended in person or virtually.

7. Opposition to Hire and Fire

Osprey Housing opposes 'Hire and Fire' practices with our organisation and throughout sphere of influence. i.e. Contractors and Developers.



This statement is signed by the CEO and the Chair of our Colleague Council as affirmation that we work together to make Osprey a Great Place to Work.

Signed (CEO)

A handwritten signature in black ink, appearing to be "S. Madder", written over a light blue horizontal line.

Signed (Chair of Colleague Council)

A handwritten signature in blue ink, appearing to be "E. Madder", written over a light blue horizontal line.