

ELHA Fair Work Statement, September 2023

1.0 Introduction & Commitment to Fair Work First

ELHA is a full member of Employers in Voluntary Housing (EVH), and is therefore part of the collective bargaining arrangement that EVH have with UNITE the union. This means that ELHA recognise UNITE through this arrangement. EVH terms and conditions of employment have provisions within them to encourage and support trade union membership for staff. Along with support for those carrying out official duties for the union. In addition, internally we hear from staff through our Joint Consultative Committee (JCC – which includes Governing Body Members) on collective engagement matters and through our staff engagement software (Hive).

There is significant investment in colleague development through both digital methods and more traditional learning routes. This investment includes appropriate financial support to employees to complete qualifications relevant to their job roles along with paid time off when appropriate. The organisation actively invests in developing early careers through apprenticeships. We have successfully converted five apprenticeships into full time roles in recent years.

There are no zero-hour contracts within ELHA. We do retain some colleagues on bank contracts to cover workloads during unplanned absences, or periods of high work volumes, but these are not the norm.

EVH salary scales are supported by a job evaluation system. This system is based on typical characteristics for the role and looks at the job, not the postholder. This ensures fair and transparent arrangements for pay which has been negotiated and agreed with the Trade Union. We have also developed a sector leading piece of software that will collate Equality data from staff to ensure we deliver on the aims and objectives of our Equalities and Diversity policy.

The bottom point of the EVH pay scales is the Real Living Wage.

The formal Flexible Working procedure is not currently accessible to colleagues in the first 26 weeks of employment. In reality, the majority of requests we receive are resolved informally between the colleague and their line manager. Flexibility is now a standard feature of many roles in terms of both work location and hours of work, reflecting our needs as a modern, geographically-dispersed organisation providing accessible, online services 24/7.

EVH 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

EVH terms and conditions set out compassionate and other special leave available to staff members which are supportive to promoting a positive work life balance. Whilst in some examples there may be a need to terminate a colleague's contract and offer re-engagement on new terms, these would be a minority and there have been no instances of this within the previous three years. ELHA would not intend to use widespread "fire and rehire" approaches and would look to agree any changes with colleagues through consultation to get feedback, consider alternative options and look to seek agreement to the change.

2.0 Fair Work First Publication

We are members of Employers in Voluntary Housing (EVH) and used their model Fair Work First Statement in preparing our own, which we publish on elha.com.

3.0 Embedding Fair Working Practices

We will:

1. Continue our membership with Employers in Voluntary Housing (EVH). This will continue the relationship with UNITE.
2. Continue our JCC to allow colleague engagement on collective matters.
3. Continue to invest in colleague development through both digital methods and more traditional learning routes.
4. Continue to invest in developing early careers through apprenticeships.
5. Avoid zero hour contracts and will only consider these contracts where this is necessary and where the work is genuinely carried out on a casual basis.
6. Through EVH, have salary scales that are supported by a job evaluation system. This system will be based on typical characteristics for the role and looks at the job, not the postholder. This will be agreed with the trade unions.
7. Through EVH, continue to implement the real Living Wage foundation rate across all colleagues, regardless of age or the basis of their contract.
8. Continue to operate and review our formal Flexible Working procedure.
9. Not intend to use widespread "fire and rehire" approaches and look to agree any changes with colleagues through genuine and meaningful consultation to get feedback, consider alternative options and look to seek agreement to the change.