**Fair Work First Statement**

Queens Cross Housing Association supports the Fair Work First commitments of the Scottish Government. We recognise that these commitments help to make work more fulfilling, improve job stability and improve wellbeing. Queens Cross confirms its commitment to the following criteria:

* We will maintain appropriate channels for effective employee voice through our recognition of Unite the Union, with whom we will meet on a regular basis;
* We will set aside a defined budget every year to ensure that we invest in workforce development;
* We will keep our use of zero hours contracts to a minimum and will not use them inappropriately;
* We will regularly identify our gender pay gap and take steps to address any identified issues;
* We will identify and implement actions that create a more diverse and inclusive workplace;
* We will pay the real Living Wage as a minimum;
* We offer flexible and family friendly working practices for all workers from day one of employment; and
* We oppose the use of fire and rehire practice.