

## Provanhall Housing Association Fair Work First Statement

Provanhall Housing Association (PHA) supports Fair Work First by recognising we can only meet our strategic ambitions through a committed and engaged relationship with our people who provide great value for our customers and community.

PHA is an accredited real Living Wage employer. PHA have formal arrangements to collectively bargain changes to pay and terms and conditions with our Trade Unions via Employers in Voluntary Housing (EVH). We do not recruit for zero hours contracts. All staff have equal terms including with generous pension, annual leave and family friendly policies.

PHA consult with our people directly to seek views and make use of surveys, workshops, monthly in person meetings and regular 1-2-1 meetings with line-managers. We encourage our team to talk about wellbeing, performance, personal development, and learning and how we can improve. This includes formal Annual Appraisal Meetings and sharing trends and issues with our Governing Body

We require all our people to fulfil essential training, including on equality and diversity, unconscious bias and Health and Safety for example. PHA seeks regular input from staff on important operational matters including managing change. Most recently, this had involved employees from all parts of the organisation scoping and scoring potential new software supplier products. Our people attend an annual away-day session with our Governing Body members and have the opportunity to feedback on strategic direction and develop solutions to operational changes. Our team benefit from healthy eating provision within the office environment where there is fresh fruit delivered each week along with healthy soup Wednesdays.

Our people have access to:

- free and confidential counselling services.
- Healthcare cost assistance through Westfield Health with access a variety of hospital and medical benefits including complimentary practices such as acupuncture and therapeutic massage.
- access all information pertaining to their rights and obligations as employees and their terms of employment through the company servers and their personal HR file and access the Employee Handbook and contact EVH directly

Trade Union Membership is encouraged by the Association with recruitment posters displayed in staff areas.

For more information, please get in touch by email to [getinvolved@provanhallha.org.uk](mailto:getinvolved@provanhallha.org.uk)



Provanhall Housing Association Ltd 2024

[www.provanhallha.org.uk](http://www.provanhallha.org.uk)