

## **Fair Work Statement**

The Neuro Therapy Place is committed to ensuring there are fair working practices in place and demonstrates its commitment to the Scottish Government's Fair Work First policy through the following statement.

We couldn't do the work that we do without our dedicated team, who are passionate about making a difference every day for people living with neurological and long-term health conditions and disabilities, their families and carers. Work is an important part of adult life and is critical to our wellbeing. It shapes how we live and so we are focused on making our workplace fulfilling, meaningful and fair. In essence, we want The Neuro Therapy Place to be a great place to work, for great people.

### **Tackling the gender pay gap and creating a more diverse and inclusive workplace**

We believe in equity and inclusion and to demonstrate this by carrying out a wide range of activity to ensure we have a diverse and inclusive workplace – all of which is reported to our Board and supported by our employees. We review recruitment and employment statistics to ensure that our workforce represents the communities that we serve.

### **Appropriate channels for effective staff voice**

We have an active communication framework in place with a range of ways to update staff and to listen, so everyone can be engaged in and shape the future of the organisation. Our regular staff meetings play a leading role in this, and in providing regular staff feedback and conducting staff surveys to enhance these arrangements.

### **Offer flexible and family friendly working practices for all workers from day one of their employment**

We have a strong focus on wellbeing to support a safe and healthy working environment and provide a range of flexible working arrangements to support colleagues to flourish at work and away from it. Our wellbeing policy supports staff to be well, happy and financially confident and our policies support the same – we have an employee health plan and life insurance, and free counselling through our staff health plan.

### **Investment in workforce development**

We support individual development and provide a range of learning opportunities to support organisational success and personal growth. Development and performance conversations happen on a regular basis.



## **Real living wage and contracts of employment**

The Neuro Therapy Place is an accredited Real Living Wage Employer.

### **Contracts**

We do our best to provide an ethical workplace, based on integrity and fairness. The size and make-up of the group are reviewed regularly, to ensure that fixed term and casual contracts are used only where necessary. Where they are, we communicate any changes with as much notice as we can and provide access to benefits and development opportunities for everyone, regardless of contract. We would not and do not fire and re-hire staff.

