Fair Work First
Statement

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Fair Work First Statement

As a values based, socially progressive, people-oriented employer, the University of Strathclyde is committed to advancing the Scottish Government's Fair Work First policy. Our People Strategy lays out Strathclyde's commitment to our staff and the action that we will take to enhance their employee experience.

This statement has been jointly developed and agreed by the University of Strathclyde and the Combined Joint Negotiation and Consultation Committee with representation from University and College Union, Unison and Unite. It highlights the actions being taken at Strathclyde and how these are aligned with the Fair work Principles. The University is committed to working in partnership with the Trade Unions to deliver these actions for the benefit of staff at Strathclyde. Where possible, we will seek to go beyond the minimum requirements of the Fair Work First criteria and we will review this statement periodically.

This statement provides an opportunity to generate benefits for employees, the University and wider society. Particular emphasis is placed upon embedding the seven Fair Work First criteria. Specifically:

1. Payment of at least the Real Living Wage

We have an agreed pay structure, and are an accredited real living wage employer, committed to ensuring that employees and workers of any age, together with apprentices and agency staff, are paid at least the living wage.

2. Appropriate channels for effective workers' voice, such as trade union recognition

We are committed to supporting and encouraging effective workers' voice, at both collective and individual levels, including:

- UCU, Unison and Unite Trade Union recognition for the purpose of collective bargaining and employee support, where dialogue and challenge are central to our organisational culture.

- Our Combined Joint Negotiation and Consultation Committee with representation from UCU, Unison, Unite and the University which meets quarterly. The meetings allow regular dialogue to be maintained between campus Trade Union representatives and the University to: support consultation on relevant matters; foster the best possible relations; and make reports and recommendations on matters discussed. Informal meetings between the Trade Unions and University take place monthly.
- Policy Forum in which Trade Union reps and other members of staff can input in policies at the development stage.
- Regularly conducted "pulse" engagement surveys, on topics such as the University Values and agile working, using results to monitor levels of staff engagement and, in turn, demonstrate achievement of the People Strategy Key Indicators. Surveys are usually conducted once or twice a year and employees can provide feedback in free text sections.
- Staff Networks, such as StrathPride, the Strathclyde LGBTQI+ staff & PGR Network; Race Equality Staff Network; Carers Network; Disabled and Neurodiverse Staff Network; and the newly created Parents' and Family and Parent's Staff Network. We also consult with the networks on relevant policies to get their lived experience-based feedback.
- Report and Support, where staff can report (with the option to do so anonymously) on any matter of concern.
- Inside Strathclyde weekly employee bulletin which contains the option to publicly comment on any article.

3. Investment in workforce development

We are committed to investing in staff development as demonstrated by our:

- Formal induction for all new staff.
- Range of formal and informal learning opportunities which are offered to staff across the University, relating to specific roles as well as wider development.
- Annual Accountability and Development Review (ADR) for all staff, which includes a learning and development plan, in which managers have performance and development discussions with individuals.

4. No inappropriate use of zero-hour contracts

We have no zero-hour contracts in place. Instead, all staff are employed on open-ended or fixed terms contracts with confirmed hours and work patterns.

5. Action to tackle the gender pay gap and create a more diverse and inclusive workplace

We are committed to equal pay and creating a more diverse and inclusive workplace, as illustrated by our:

- Strategic plan, which includes an explicit focus on improving diversity, enabling inclusion and promoting equality at Strathclyde, together with a KPI of "a continuously closing gender pay gap".
- Our Equal pay statement published every four years.
- Equal pay and gender pay gap report, published every two years, detailing our gender, race and disability pay gaps and actions taken and planned to narrow the pay gap.
- Our annual staff equality monitoring report, used to understand and support the improvement of our workforce diversity.
- Initiatives to support gender equality, including Advance HE's Athena Swan Charter accreditation.
- Declaration against racism and membership of the Advance HE's Race Equality Charter.
- Commitment to support disabled applicants and staff through being a Disability Confident employer.
- Carer Positive Exemplary status, in recognition of the support provided to staff who are carers.

6. Offer flexible and family friendly working practices

Our commitment is demonstrated by our:

- Family friendly policies and procedures practices for all staff.
- Flexible Working Policy which applies to all staff as a day one right and agile working toolkit (staff login required).

- Settled position in which the majority of staff have the ability to regularly work on and off campus.
- Participation in the annual [Working Families Benchmark](#) which measures all aspects of flexible working and work-life policies and practice.

7. Oppose the use of fire and rehire practice

The University is working with our workforce and Trade Union representatives to ensure there is effective consultation and negotiation relating to change, in order to avoid fire and rehiring practices.