



## **Fair Work Statement**

Compass Therapy Support Community is dedicated to ensuring fair working practices, in line with the Scottish Government's Fair Work First policy.

Our mission is supported by a passionate and dedicated team who strive daily to make a difference for individuals living with neurological and long-term health conditions, their families, and carers. We believe work is integral to adult life and wellbeing, shaping how we live. Therefore, we aim to create a fulfilling, meaningful, and fair workplace.

## **Tackling the Gender Pay Gap and Promoting Diversity**

We are committed to equity and inclusion, actively working to ensure a diverse and inclusive workplace. Our efforts and progress are regularly reported to our Board and supported by our employees. We review recruitment and employment statistics to ensure our workforce reflects the communities we serve.

## **Ensuring Effective Staff Communication**

Our robust communication framework includes various channels for updating staff and gathering feedback. Regular staff meetings, feedback sessions, and surveys ensure that every team member has a voice in shaping the future of our organization.

## **Flexible and Family-Friendly Work Practices**

We prioritize wellbeing by offering a range of flexible working arrangements from day one of employment. Our wellbeing policy supports staff health, happiness, and financial confidence. Benefits include an employee health plan, life insurance, and free counseling through our staff health plan.

## **Investing in Workforce Development**

We support individual development through various learning opportunities that promote both organizational success and personal growth. Regular development and performance conversations are a key part of this commitment.

## **Commitment to the Real Living Wage**

Compass Therapy Support Community is an accredited Real Living Wage Employer.

## **Ethical Contracts**

We strive to maintain an ethical workplace founded on integrity and fairness. We regularly review the size and composition of our team to ensure fixed-term and casual contracts are used only when necessary. We communicate changes with ample notice and provide equal access to benefits and development opportunities for all employees, regardless of contract type. We do not engage in firing and rehiring practices.

This statement encapsulates our commitment to fair work, reflecting our values and dedication to our team and community.