

At Viewpoint Housing Association, our mission is to create joy in later years by managing quality housing and providing care services that support independence and well-being.

Fair work is about providing all individuals with an effective voice, opportunity, security, fulfilment, and respect. At Viewpoint, our people play a crucial role in delivering high-quality housing and care services to our residents and communities. We are committed to fostering a positive and inclusive working environment where our staff feel valued, supported, and empowered to thrive.

We prioritise the health, safety, and wellbeing of our employees, ensuring they have the resources, training, and support needed to maximise their talents and skills.

Viewpoint has established clear channels for communication and consultation with our employees. We engage regularly through our Joint Consultative Committee (JCC) to discuss key matters affecting our workforce. Additionally, we seek direct input from staff through surveys, workshops, and feedback sessions, ensuring their voices are heard and considered in decision-making. Our leaders are encouraged to maintain open, supportive dialogue with their teams, fostering discussions around wellbeing, performance, development, and learning.

Investing in staff development is a priority for Viewpoint. We offer a range of training opportunities to support professional growth, including leadership development and skills enhancement. Our learning approach includes both formal and informal training, delivered in-person and online, to build capability across the organisation. All employees are required to complete essential training, including modules on equality and diversity.

We do not use inappropriate zero-hours contracts. Our employment arrangements provide security, with staff engaged on terms that offer clarity and stability regarding their working hours. Where relief workers are required, their hours are reviewed regularly to ensure fair and consistent practice.

As an organisation committed to fairness and inclusion, Viewpoint actively works to reduce the gender pay gap and create a more diverse and inclusive workplace. Our policies and initiatives align with our values, ensuring equality of opportunity across the organisation. We are committed to paying the real Living Wage to all staff, including agency workers, despite not being an accredited Living Wage employer. We ensure that all employees receive at least the real Living Wage, and any changes to pay or terms and conditions are discussed through our JCC.

As part of the tendering process, we ask all contractors if they adhere to paying their staff the real Living Wage. However, we expect them to have their own fair work statement in support of this.

We support, where the business allows flexible and family-friendly working practices to promote work-life balance and enhance inclusion. Additionally, Viewpoint does not support the use of fire and rehire practices. If staff require redeployment due to organisational changes or medical reasons, we work closely with them to explore alternative roles and retraining opportunities where possible.

Our commitment to these fair work principles ensures that Viewpoint Housing Association remains a place where employees feel valued, supported, and empowered to make a positive impact in our communities.

Our dedication to Fair Work First is an ongoing process, and we will regularly assess and refine our approach in partnership with our employees and their representatives.