**Fair Work First Statement**

Places for People Scotland (PfPS) works within the Places for People Group framework to meet the Fair Work First Standard. Places for People Scotland uses its established relationship with UNISON and internal Colleague Voice forums to hear from its people on collective engagement matters.

There is significant investment in colleague development through digital learning platforms and more traditional learning routes. PfPS actively invests in developing early careers through Apprenticeships and its Emerging Talent graduate programme.

A small number of colleagues are engaged on a zero-hour basis. Zero-hour contracts are only used where it is necessary due to variable contract funding and where work is genuinely carried out on a casual basis. Some colleagues have both fixed hour and casual contracts (and in this case, the operation is akin to an overtime arrangement).

Places for People Scotland is included in the annual Places for People Group reports on Gender Pay and action plans are formulated to address the Gender Pay Gap, alongside wider initiatives for Equality and Diversity.

As of 1 October 2022, Places for People Group has implemented the Real Living Wage rate for its people, regardless of age or the basis of their contract.

The formal flexible working procedure is not currently accessible to colleagues in the first 6 months of employment, but this will be reviewed, so that all PfP employees may use the formal process for requesting flexible working. However, flexibility is now a standard feature for many roles in terms of work location and working hours.

Whilst in some examples there may be a need to terminate a colleague's contract and offer re-engagement on new terms, these would be a minority. PfPS would not use widespread "fire and rehire" approaches and would look to agree any changes with its people through genuine and meaningful consultation.

A close up of a sign

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