

Fair Work First Statement

Glasgow Disability Alliance is fully committed to advancing the Fair Work First criteria: Security, Respect, Opportunity, Fulfilment and Effective Voice.

Specific actions include:

Security

- We do not use zero hours contracts.
- All staff have a written contract of employment.
- 'Sessional' staff have a 'Casual Worker Agreement', which includes holiday pay.
- We do not use any fire and rehire practice.
- We commit to paying the Real Living Wage. We hold [Scottish Living Wage Accreditation](#).

Respect

- We are committed to a safe, diverse and inclusive workplace.
- We have an accessible recruitment process. We welcome applications from disabled people and supply application materials in accessible formats.
- We interview disabled candidates who meet the minimum essential criteria as outlined in the candidate information pack.
- We provide meaningful feedback to disabled candidates not shortlisted for interview and those not appointed following interview.
- We regularly update our Equality and Diversity Policies and Procedures.

301-303 The White Studios
Templeton Business Centre
Templeton Court
Glasgow G40 1DA

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 **BSL** Contact us through an online
sign language interpreter
contact@SCOTLAND-BSL



Opportunity

- We offer flexible working practices for all workers from day one of their employment.
- We operate individualised “reasonable adjustments” for disabled staff and those with caring responsibilities.
- We have working procedures beyond the statutory minimum in place, including homeworking, career break, adoption, and shared parental leave.
- We are committed to 50:50 gender balance on our Board of Trustees.

Fulfilment

We invest in workforce development.

- We offer both formal and informal learning opportunities for all staff.
- Staff are paid to attend in-work training and training is provided at no charge.
- We help staff progress in their career by 'learning on the job', including offering shadowing and training opportunities.
- Where possible we support staff to pursue learning outwith their employment.

Effective Voice

- We support and encourage Trade Union membership.

Next review due: December 2027.

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