

Fair Working Practices

Policy Statement

YCSA is committed to ensuring Fair Working practices for all our staff.

These principles are embedded in our staff contracts and a range of employment related policies, and further outlined below. They are also reflected where appropriate in our Volunteer policy.

YCSA as an equalities based organisation is committed to fair and equal pay, with staff paid on industry recognised salary levels and reviews of pay ratios. YCSA has signed up to the Glasgow Living Wage.

All regular employees have a contract of employment with clear terms of work, guaranteed hours and work pattern, and paid holiday entitlement in excess of statutory minimum. On occasion YCSA may purchase additional specialist skills for short term or one-off inputs to sessions with young people. This is negotiated with the service provider on a contractual basis.

YCSA has a strong culture of support for learning and development. Staff have regular support and supervision sessions and an annual development appraisal in which their learning and development needs are examined and addressed.

YCSA is committed to ensuring staff are able to benefit from a good work/ life balance and family friendly working, with e.g. flexi-time arrangements such as staggered start times to enable parents to undertake the school run and other carer responsibilities.

YCSA is committed to promoting equality of opportunity seeking to ensure that its workforce reflects the diversity of Scotland's population. YCSA regularly examines its recruitment strategies to ensure applications from a wide range of people. Volunteering opportunities are used to provide a route into employment for many young people especially from BME backgrounds.

YCSA supports staff engagement with regular staff meetings and encouragement to staff to join an appropriate Trade Union.