



## CCPS Fair Work Statement 2024-25

CCPS strives to demonstrate its commitment to Fair Work in all we do; we employ and retain staff in line with our [organisational values](#).

On behalf of our members, we also campaign to secure Fair Work for all those who deliver social care and support in not-for-profit provider organisations.

In relation to CCPS employees:

### Security

- All staff are paid above the Real Living Wage hourly rate.
- We do not use zero-hour contracts.
- All staff are employed on a clear salary scale with increment points and differentials between posts with different levels of responsibility.
- Wherever possible, we offer permanent contracts to staff (subject to successful probation).
- We operate a company sick pay scheme and contribute to a group personal pension (except for staff who actively choose to opt out).

### Respect

- We adhere to all statutory requirements for flexible working and are introducing enhanced flexing arrangements for all our team.
- We conduct regular 121s with staff and annual appraisals.
- We support the wellbeing of our staff by ensuring accessibility requirements are met, staff are supported with the equipment to work flexibly, we use technology to stay connected and we offer access to a staff wellbeing package.

### Opportunity

- We run a robust selection process and actively adapt our processes to individual need.
- We invest in the development of our staff through training, coaching and opportunities to develop new skills.

- We offer promotion opportunities internally before advertising externally to support staff careers.

### **Effective Voice**

- We hold regular team and management meetings promoting inclusion and transparency.
- We provide opportunities for staff to contribute to organisational priorities and values.
- We consult with staff on organisational change and provide feedback on decisions taken.