

## **Glasgow Clyde College's Commitment to Fair Work Practices**

Glasgow Clyde College has consistently demonstrated its commitment to the principles of Fair Work, ensuring a positive working environment for all employees. This report outlines the college's adherence to key Fair Work principles, providing evidence of how these principles are integrated into its policies and practices.

### **1. Effective Voice and Union Recognition**

Glasgow Clyde College acknowledges the importance of giving employees a strong voice in the workplace. The college has established formal channels of communication, including recognition of key trade unions, Unison and GMB for support staff, and EIS-FELA for lecturing staff. Regular joint negotiation and consultation (JCNC) meetings are held to ensure continuous dialogue between the unions and the management team. Additionally, informal meetings with union representatives further reinforce this collaborative approach.

To engage with staff beyond formal union representation, the college has instituted a staff voice group, which meets regularly with the Principal and senior leaders and has representation from each college department. Through these meetings and various platforms like the internal newsletter Clyde Connects, employees are kept informed about significant updates. Team meetings, all-staff engagement and pulse surveys along with our online suggestion/feedback box also serve as critical tools for gathering feedback. Furthermore, employees have representation on the college board, reinforcing their involvement in decision-making processes. These practices demonstrate Glasgow Clyde College's commitment to maintaining genuine and effective communication channels at both individual and collective levels.

### **2. Investment in Workforce Development**

Glasgow Clyde College believes that workforce development is a shared responsibility, providing extensive opportunities for employees to engage in lifelong learning. The college allocates a central budget for continuous professional development (CPD) and maintains an active learning and development planner, offering regular updates on available activities. Lecturing staff are particularly supported through programmes such as the TQFE (Teaching Qualification in Further Education), with time-off for study purposes.

The college offers a wide range of training courses and specialised teacher training, ensuring that all employees have access to the necessary resources for personal and professional growth. The college's commitment to lifelong learning extends to financial sponsorships for further and higher education qualifications, including undergraduate

and postgraduate degrees. Moreover, all employees are encouraged to keep their professional qualifications up to date through an annual personal development review process.

### **3. Avoidance of Zero-Hours Contracts**

The college has taken a clear stance against the inappropriate use of zero-hours contracts. All staff, whether permanent or temporary, are provided with confirmed hours and clear work patterns, ensuring job security and fairness. Fixed-term employees are moved to permanent contracts after two years of continuous service, in alignment with national agreements. Furthermore, shifts are planned well in advance, and generous shift payments are made according to national collective agreements. Glasgow Clyde College guarantees no compulsory overtime, further safeguarding the rights of its workforce.

### **4. Tackling the Gender Pay Gap and Fostering Inclusivity**

In its commitment to inclusivity, Glasgow Clyde College actively addresses issues such as the gender and ethnicity pay gaps. The college annually reviews these pay gaps and has implemented a range of actions to ensure gender balance and ethnic inclusivity across the college. Management development programmes now place a greater focus on ethnicity inclusivity, and the college publishes a bi-annual Equalities Report, tracking progress against its diversity objectives.

Moreover, the college's policies are designed to support employees with diverse needs. Employees with disabilities are offered reasonable adjustments to facilitate their ongoing participation in the workforce. Policies such as Dignity and Respect, Family Friendly, and various leave provisions ensure an inclusive environment that accommodates different life stages, including maternity, paternity, and adoption leave. Notably, the college has achieved Menopause Friendly accreditation and offers tailored support for female staff experiencing menopause, further highlighting its dedication to fostering a supportive workplace.

### **5. Commitment to Paying the Real Living Wage**

As a Living Wage Accredited Employer, Glasgow Clyde College pays all employees at least the real Living Wage. The college adheres to nationally negotiated pay rates and offers comprehensive flexible working arrangements, promoting work-life balance. For example, hybrid working options are available to eligible employees, and lecturers are entitled to work off-site for up to one day a week. This flexibility extends to a wide range of leave provisions, from compassionate leave to sabbaticals, ensuring that employees can meet personal responsibilities while maintaining their professional roles.

## **6. Flexible and Family-Friendly Working Practices**

From the first day of employment, all Glasgow Clyde College staff have access to flexible working arrangements. These options include part-time work, job shares and compressed hours. The college has also implemented hybrid working practices for staff who are in a role that lends itself to this approach. This approach ensures that employees with disabilities or long-term health conditions are accommodated through flexible working options where appropriate. Additionally, the college's digital infrastructure supports remote work, allowing staff to work collaboratively while maintaining flexibility.

## **7. Opposition to 'Fire and Rehire' Practices**

Glasgow Clyde College does not support the use of 'fire and rehire' tactics, which are considered detrimental to fair employment practices. The college follows national collective agreements for any changes to terms and conditions and ensures that such changes are made through a consultative process involving union representatives and employees. In cases of voluntary severance, departing employees are prohibited from being re-employed within the college or the wider Glasgow region for two years, ensuring a transparent and fair approach to workforce management.

## **8. Conclusion**

In summary, Glasgow Clyde College exemplifies the principles of Fair Work through its commitment to effective communication, workforce development, inclusivity, and fair employment practices. Our policies and procedures not only meet legal requirements but also go beyond to create a positive, supportive, and flexible working environment for all employees.