



Care and Learning Alliance - Fair Work Statement

Care and Learning Alliance (CALA) is committed to the principles of Fair Work First. Fair Work is work that offers all individuals an effective voice, opportunity, security, fulfilment and respect.

Our commitments

- As an accredited Real Living Wage employer, CALA will pay the real living wage as a minimum, guaranteeing a decent standard of income for all employees.
- Provides security of contract, including hours and other entitlements/benefits including discounted childcare, counselling helpline and training & development
- Offers flexible work opportunities to support family commitments and a good work/life balance
- CALA does not have zero hours contracts apart from our flexible work offer on CALA Staffbank
- CALA implements Equality, Inclusion and Diversity (EDI), Health and Safety and Support and Supervision policies.
- CALA provides channels for our employees to have an effective voice including support and supervision, appraisals and team meetings.
- CALA supports people to feel valued and respected and have a sense of purpose in work and wider society.
- CALA promotes innovation and inclusion through listening and acting upon suggestions and discussion with all stakeholders including management, staff and service users

Signed : *A Young* Date: *16th Dec 2024*
Staffbank Officer