

Fair Work at FCSS

At FCSS we are a Living Wage employer this gives our team the opportunity to:

- Feel valued. The team also feel that FCSS shows their commitment to them by being a living wage employer.
- Live more comfortably, to be able to pay their bills, to be less worried. The team are happier in their role because of this and it helps when it comes to recruitment.
- Increase productivity and motivation at work. FCSS has benefitted by remaining competitive in a stretched workforce, enabling us to retain existing staff and attract new staff.

At FCSS we conduct regular feedback opportunities from our team so that:

- We can foster good relationships across the organisation. It is important for the whole team to feel included and valued, giving them more ownership of their individual settings, while feeling an integral part of the company.
- The team has the opportunity to discuss any issues, concerns or to provide positive feedback
- The team feel valued and involved in decision making, and that their opinion counts and will be taken into consideration to make the service better for all.

At FCSS our team have access to hundreds of training opportunities through platforms such as [HR Mentor](#) and [Azilo](#). We also provide training opportunities in areas such as child protection, paediatric first aid training and courses aimed at supporting children with additional support needs. This is important because:

- It maintains a high level of quality staff and reduces workforce turnover
- It ensures we have team members with the right skills to carry out the roles we need them to. It maximises employee performance, and ensures we have confident employees that we can trust to do a good job. It also ensures our employees are happy at work, as they know they've been adequately trained to complete the tasks expected, this also helps with staff retention and attraction. Training is carried out via a number of routes, training via line managers, training received via heads of service, external training courses such as HR issues and first aid, and further education. There's also the opportunity to learn from each
- Investment in workforce development is highly important in childcare due to all the legislation and guidance we have to follow especially in regard to the competence of our staff. We provide several training platforms and the knowledge of the management team to do so.

At FCSS we do not use zero hour contracts for our team, helping the individuals who work with us to:

- Have greater stability, not offering zero hour contracts shows the team that we value them.
- Reduce the risk of our team struggling financially, and it maintains a consistent workforce.

- Feel valued! It helps them towards gaining credit or a mortgage as they are guaranteed hours of work.

We also offer sessional working for colleagues who prefer not to be tied down to fixed hours and instead prefer to work around their own availability, these contracts come with the same terms and conditions as full time employees eg company sick pay, increased annual leave entitlement etc.

At FCSS we are an equal opportunity employer and hire only the best people for the job irrespective of race, colour, religion, gender, age or ability. There is a significant gender imbalance in the childcare sector but we are committed to increase gender diversity in our organisation and have pledged support to the MITEY Charter. According to our team:

- A diverse workplace is more likely to understand everyone's needs and increase the team's morale. Male childcare practitioners can provide the experience of a positive male role model for children who may not have one at home.
- It is really important we have a diverse workforce including younger, older, different races and genders. A diverse team can bring new knowledge and skills. Children can come from a background where there are no male figures in their lives and having male childcare practitioners can help show positive relationships and take part in activities that sometimes female staff find more difficult.
- Children need male and female role models, particularly children who are growing up without a father figure. Men in childcare can encourage different approaches to learning and play and provide a positive balance for children. They can reduce gender stereotypes and change perceptions of the childcare industry. Equally, a diverse workforce has the same benefits.

At FCSS one of our core values is Flexibility, not just in our service provision but across our entire organisation. Flexible working practices support our team by:

- Giving them a better work life balance
- Being a family friendly employer where flexible working is encouraged allows FCSS to retain staff when they need to work around other commitments. Whether its condensed hours, term time working or set hours eg within school hours, we make every effort to meet these requests. A happy workforce is a productive one!
- Flexible working conditions are an enormous benefit, they ensure a good work life balance and that leads to a happier, healthier workforce which leads to happier children! This is good for staff retention and recruitment.

At FCSS we actively oppose the use of fire and rehire practice. We believe that this type of policy has a negative impact on staff morale, productivity and working relations. We take all our HR advice from an external contracted business partner who specialises in contracts and HR and they would certainly not support this.