

Building a Fair Workplace

Samantha Gaughan

CONNECT THREE



Today's Speaker



Samantha Gaughan

Employee Experience

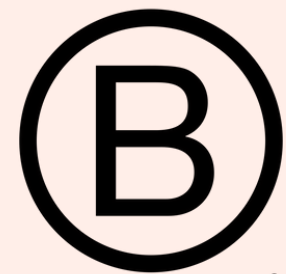
Lead

Our Experience

People & Business Consultancy Specialist

- Sustainability
- Equality, Diversity & Inclusion
- HR & Culture
- Strategy & Values
- Change & Growth
- Leadership & Management

Certified



Corporation

We're on a mission to make the planet a better place to work & live.

- First B Corp Scottish Consultancy
- Team 30 + Consultants
- 10 years old this year
- Best place to work in Scotland



We have 400+ years of combined experience designing and delivering support face-to-face, virtually and now hybrid to a range of leaders, companies and individuals from different industries across the globe.



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Our Values



be bold



be curious



be you

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Why Fair Work?



Aligned to our business

Fully aligned to our business, our values and how we operate

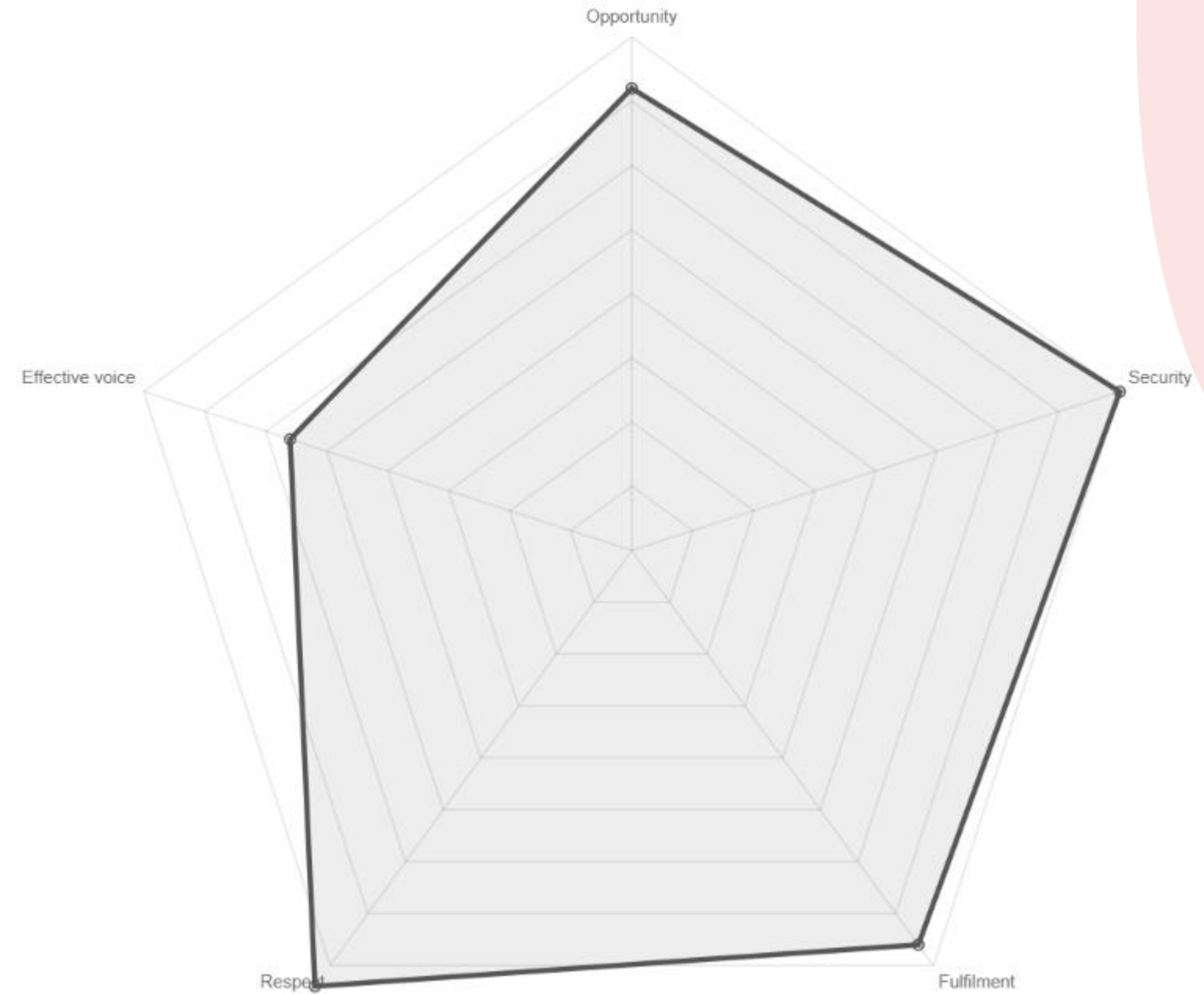
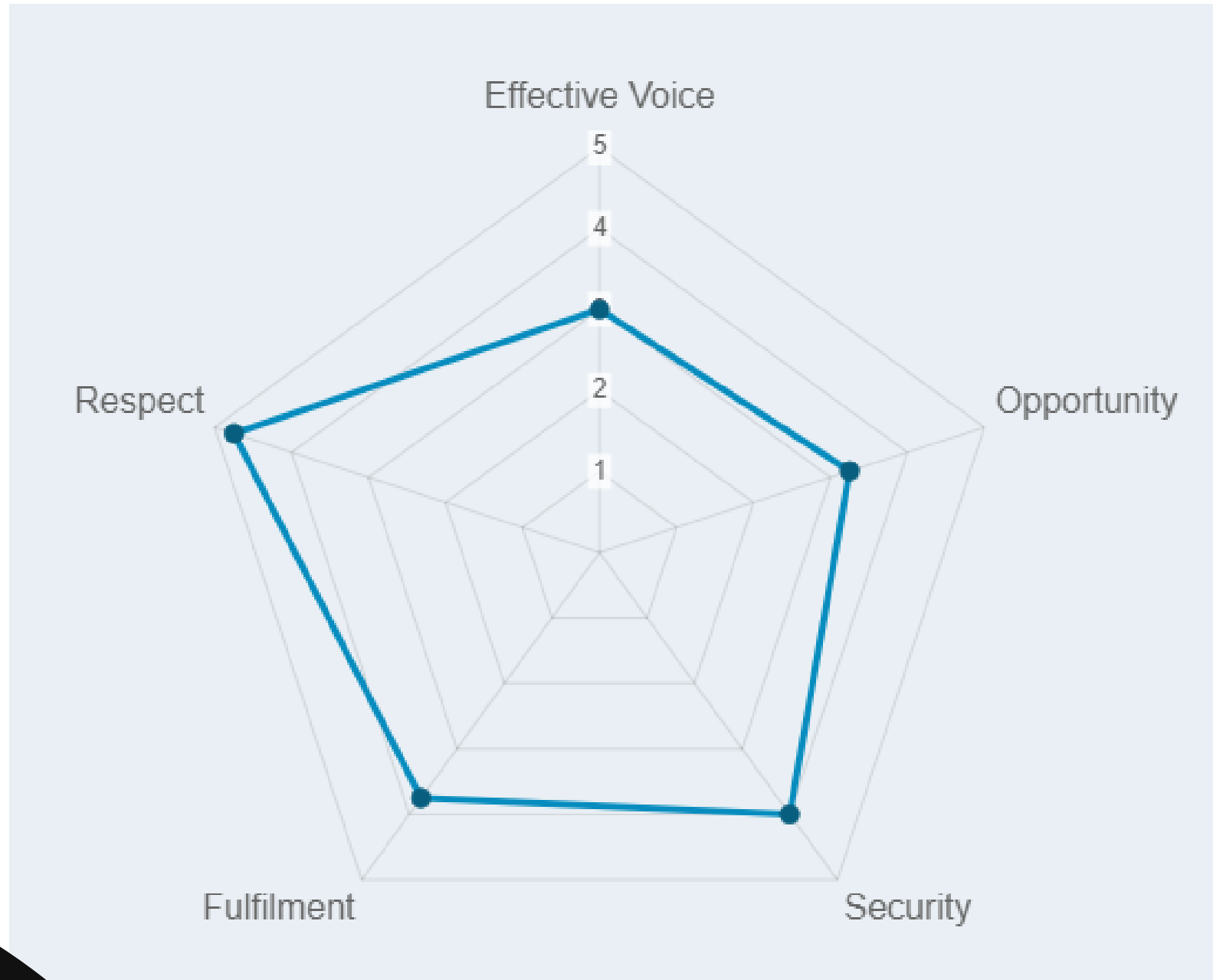
Practice what we preach

Following the fair work principles allow us to role model what a Fair Workplace looks like.

Productive and engaged workforce

Our commitment to creating a fair workplace has contributed to productivity and engagement supporting business growth

Fairwork Convention Self Assessment



Annual Review

Completed by individual team members

10-15 minutes to complete

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Examples of Fair Work practices

and the impact on productivity

Opportunity

- Skills Matrix
- 360 Feedback
- Regular Development reviews
- Time off to attend learning conferences
- Psychometric Profiling (insights)
- Accessibility Training
- ED&I Awareness Training
 - Flexible working



Security

- Real Living Wage
- Personalised working pattern
 - Equal + fair pay
 - Transparency
- No zero hours contracts
- Extra days off (birthday, xmas shopping)

Effective Voice

- Slack
- Meetings
- 121s/ Videos
- Strategy Sessions
- Feedback forums (360's)
- Engagement Surveys
 - Feedback culture
 - Our values

Fulfillment

- PDPs
- Ind. Training Budget
- Realistic performance expectations
- Social/Environmental projects – giving back - paid time off to volunteer
 - Job design
 - B-Corp
- Social /wellbeing events

Respect

- Values – Be You
- Bi-Weekly Check-ins
- Wellbeing calendar
 - Happiness Hour
- Mental Health First Aiders
 - Wellbeing Hub
 - Wellbeing Allowance
 - ED&I Strategy
- Inclusive culture behaviours

Impact

- 10 years' continued growth
- 4% sales increase YTD
- 10% net profit YTD
- Low staff turnover (last 3 years)
- Headcount +25% YTD
- 90+% average engagement score
- 90%+ game plan business objectives
- Low sickness absence
- Award winning
- B Corp Certified
- Period Positive Workplace
- UK's top 100 Best Place to Work

Top Tips

to support you on your Fair Workplace journey



Focus

Does your values and purpose align to being a Fair Work workplace?



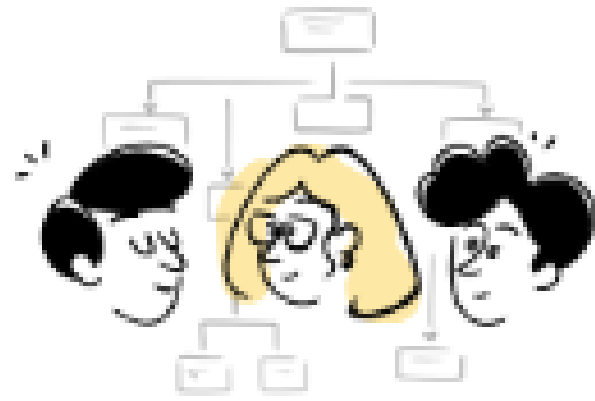
Review

Who is involved in decision making in your organisation?
How often are you involving your people in decisions that will impact them?



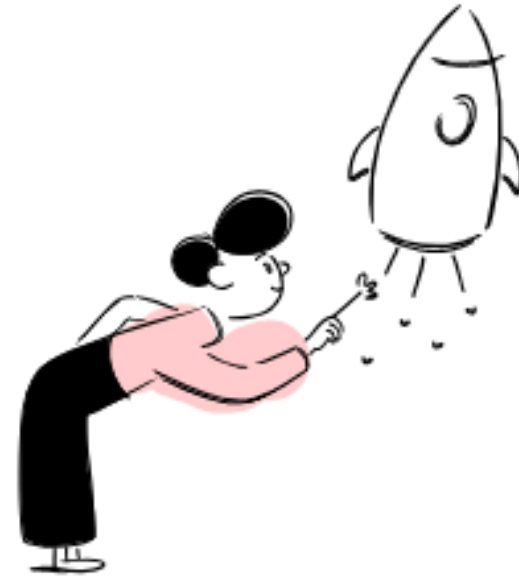
Decide

Use ears more to listen to your people



Update

Regularly update working practices, and communicate and champion these in the workplace



Develop

Your leaders, to champion fair work



Engage

Your people, ask for feedback, give it, don't fear it



Thank You

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