Mayfield and Easthouses Youth 2000 Project is committed to the principles of Fair Work First.

***Effective Voice:***

* We provide regular opportunities for staff members to share ideas, feedback and suggestions during full team meetings.
* All staff have access to regular support and supervision sessions with their line manager.
* Staff members have regular work plan meetings with their line managers, where they can discuss workloads and priorities.
* We have a range of measures in place to support employees in the workplace and have a zero tolerance of any form of bullying or discrimination.

***Opportunity:***

* Employees will be supported and encouraged to attend relevant training opportunities during working hours.
* We listen to staff and wherever possible, support them to take on tasks and projects that are of particular interest to them.

***Security:***

* We pay all employees at least the real living wage.
* We offer flexible working arrangements for employees to work round family commitment and for those with caring responsibilities.
* We do not abuse the use of zero-hour contracts.
* We encourage all staff to have a good work/life balance by encouraging employees to turn off work phones and only respond to emails during working hours.

***Fulfilment:***

* We encourage and support all employees to use and develop their skills.
* We support staff to take on appropriate training that will further develop their skills.
* We ensure that targets and expectations are realistic and achievable without any negative impact on wellbeing.
* We provide opportunities for employees to take a lead on projects and encourage them to feel confident and able to contribute towards decision making processes.

***Respect:***

* The health and safety of our employees is of the upmost importance. We offer a safe, inclusive environment for all employees.
* We are committed to ensuring that all employees feel respected and valued in the workplace.
* We encourage open communication.
* We have clear expectations of behaviour, conduct and treatment and encourage the involvement of everyone to improve respectful behaviours.
* We are responsive to the needs of employees and will do our best to support.