

Fair Work First

Our statement



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Introduction

Sightsavers is proud to support the Scottish Government’s Fair Work First policy aimed at ensuring a diverse, inclusive workforce and high-quality work.

Appropriate channels for effective employee voice

- Sightsavers runs a bi-annual staff survey delivered by an independent external provider. This gives all employees the opportunity to express what they think and how they feel about Sightsavers as an employer, including opportunities to comment on what’s working well and where improvements can be made. Action plans follow from the survey, led by our senior management team, in order to ensure that we’re continuously enhancing our employment offer and responding to points raised by our teams.
 - Employees and line managers are encouraged to share ideas in one-to-ones and team meetings, escalating these where needed for wider consideration.
 - All employees have a Senior HR Business Partner that they can approach for a confidential conversation when needed.
 - Employees are able to raise concerns and points via an externally hosted system we brand ‘Speak Up’. This system allows employees, partners, project participants and others to raise concerns directly either online or via a confidential 24-hour phone line in more than 100 languages. When raising an issue, employees are able to choose whether to share their name or remain anonymous and all reports are reviewed and acted upon as necessary.
 - Staff are also able to voice whistleblowing concerns if needed in a confidential manner. Any concern raised in this way is received by a member of our Global Board of Trustees, our General Counsel and a member of HR.
 - We have staff groups that feedback to senior colleagues internally, these include our Disabled Employees Network and Racial Diversity Working Group.
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- There are services available to employees in order to support their wellbeing, including our online Wellbeing Hub, our Mental Health First Aider team made up of trained staff volunteers, employee assistance programmes offering free confidential counselling, and psychological first aid provision.

Investment in workforce development

- All new starters joining our organisation receive a comprehensive induction that includes line management support, meeting teams such as HR and IT, e-learning, training and written reference materials.
- Staff have 24-hour access to a range of e-learning modules, an internal Knowledge Base, intranet resources and a learning site dedicated to ensuring staff get the most out of the Microsoft 365 products we use.
- Specialist training and support is open to all members of our workforce including HR Knowledge Cafés, team Insights workshops, finance systems training, disability awareness speaker sessions and technical lunchtime learning webinars on a range of programmatic research and developments.
- Sightsavers is pleased to support staff with formal qualifications up to and including PhD support where this is directly relevant to the employee's role and work for our organisation.
- Underpinning these elements is an ethos of learning and development, with employees and line managers encouraged to discuss development as part of their objective setting meetings and at regular one-to-ones.

No use of zero hours contracts

- At Sightsavers we do not engage any staff via zero hours contracts and will not introduce this way of contracting employees.

Actions to tackle our gender pay gap and create a diverse and inclusive workplace

- At Sightsavers, our UK gender pay gap is significantly lower than the average for the UK charity sector as a whole, as well as the wider economy, reflecting our robust internal salary setting framework and inclusive practices. We will continue to work to eliminate this pay gap and have started to track and work on both disability and ethnicity pay gaps.
 - Sightsavers is a Disability Confident Leader organisation, this is the highest level of accreditation achievable under this UK government scheme aimed at encouraging employers to recruit and retain talented people with disabilities. The scheme has more than 19,000 members, but at the time we achieved Leader status we were one of only two non-governmental organisations to receive this accolade.
 - We have a long established global equality and diversity policy, which is reviewed on an annual basis to ensure that it continues to reflect current best practice.
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- Staff groups help inform and progress our diversity agenda, with a Disabled Employees' Network represented by an internally focused technical advisor, and an active Racial Diversity Working Group that includes senior management team members.
- We share our diversity stats with colleagues via an annual webinar chaired and delivered by our CEO, celebrating progress and reflecting on what can still be improved.
- As an organisation, we have put a range of processes in place to ensure that candidates and existing staff have the support that they need to excel in their roles. This includes different ways to apply for vacancies, a range of interview formats, reasonable adjustments, occupational health support and an internal resource page focused on ensuring all of our communications are screenreader friendly.

Payment of the Real Living Wage

- At Sightsavers UK, we're proud to be a Real Living Wage accredited employer and we apply this ethos to all of our entry-level roles globally.

Flexible and family friendly working practices

- We want all staff to enjoy a positive work/life balance, and have a long-standing tradition of accommodating flexible working requests wherever possible. The request process is underpinned by a fair and transparent policy that is reviewed regularly to ensure it is always aligned with good practice.
- In addition, Sightsavers is pleased to offer hybrid and fully remote roles as standard in the UK, recognising that this approach helps our team members attend to caring needs around their work hours.

No fire and rehire practices

- Sightsavers has never and will never engage in fire and rehire practices.