

Fair & Flexible Working

We believe in a fair and flexible healthy working environment for all staff and students. Part of our commitment to this is to pay the Real Living Wage or above to ensure workplace practices can be strengthened to enhance workers.

Within our business we provide appropriate channels for effective workers' and students' voice through 1:1 meetings and quarterly meetings with staff and students.

Included in our approach is:

- Time and financial investment in workforce development.
- No zero hours contracts.
- Action to tackle the gender pay gap.
- A diverse and inclusive workplace.
- Offer flexible and family-friendly working practices for all workers from day one of employment, and oppose the use of fire-and-rehire practice.