

UNISON/Barnardo's Branch

Brooklands

Great Cornbow

Halesowen

West Midlands

B63 3AB

30<sup>th</sup> June 2023

Angie Hood

Employment Support Team

Aberdeenshire Council

Gordon House

Blackhall Road

Inverurie AB51 3WA

Dear Angie,

I write in reference to your request to Barnardo's regarding evidence of appropriate channels for effective workers' voice, in respect of Fair Work criteria for receiving Public Grant Funding.

I am the UNISON Branch Secretary for Barnardo's and I write in that capacity.

Barnardo's has several policies and processes for your relevant consideration:

1) Effective worker voice through line management relationships

I can confirm that Barnardo's Supervision policy provides for regular 1-1 two-way discussions between staff and their line managers. This is set out in detail in the attached Policy.

2) Personal and collective support

UNISON's recognition allows its members to access personal and collective support regarding employment issues. This enables further channels of communication that result in faster resolutions and/or outcomes.

3) Staff/engagement surveys

I can confirm that Barnardo's runs periodic Staff Survey schemes. Feedback on these is provided to the workforce and key items are identified for action. An example would be challenges on pay and reward that emerged in consecutive surveys up to 2022. As a result changes have been made to the pay structure that benefit the majority of staff. Changes to the reward structure are still being made. UNISON has a voice in proposals.

4) Intranet/Online platforms and suggestions schemes

Barnardo's is currently reviewing its organisational strategy for 2024-27. As part of this, employees have been invited to respond to an online survey asking for their priorities. A series of Strategy Roadshows are also taking place around the country for staff to listen and respond to emerging themes, and to make suggestions or comments on proposals. UNISON understands this will form part of an iterative development process.

Whilst there is always room for improvement in response to workers' voice being heard, I believe that Barnardo's meets the criteria of the Scottish government in respect of the above.

Yours Faithfully,

A handwritten signature in black ink, appearing to read 'Kg Rickards', written in a cursive style.

Karen J Rickards (She/Her)

UNISON/Barnardo's Branch Secretary