

A woman with long brown hair, wearing a red blazer over a blue and white plaid shirt, is holding a small, square photograph of a smiling woman with curly dark hair. The background is a blurred office setting. Several other small, square photographs of women are floating around the main image, connected by thin white lines, suggesting a network or a team. The text "EMPLOYEE & HUMAN RESOURCE POLICY" is overlaid in large, bold, white capital letters.

EMPLOYEE & HUMAN RESOURCE POLICY

Freebridge
COMMUNITY HOUSING



Colleague & Human Resource Policy			
Last Reviewed	June 2026	Next Review	July 2027
Responsible Officer	Chief Executive		

Policy Statement: Freebridge is committed to promoting a fair and consistent approach to managing and developing its people to be “the best that they can be”. Freebridge shall provide all colleagues and their managers with guidance and practical advice on a wide range of colleague matters, as well as opportunities and support to enable them to fully participate and contribute to Freebridge’s culture built upon our strong values and commitment to continuous improvement.

We shall ensure that our workforce policies and practices support the success of the organisation, reflect Freebridge’s values of Belong, Own it, Think Customer, One Team One Purpose, and Be The Change, and reflect our commitments to Equality, Diversity and Inclusion, as set out in the Belonging Policy.

Policy Detail:

We shall:

- Ensure that arrangements for colleagues are flexible, empowering, and promote continuous improvement to deliver:
 - High levels of satisfaction;
 - Management support and development, as well as advice and guidance;
 - Capacity building to promote and deliver a solution-focused attitude; and
 - High levels of customer service within a culture of continuous improvement.
- Provide relevant guidance and direction in respect of colleague and Human Resource matters by means of a Colleague Handbook and HR Policy suite

(Subject to review, please refer to the Human Resources Business Partner).