**Statement of opposition on Fire and Rehire Practices**

As a charity dedicated to supporting individuals with learning disabilities and/or mental health challenges, we are committed to upholding the values of dignity, respect, and fairness — both in the care we provide and in how we treat our staff.

We strongly oppose the practice of **fire and rehire**, where employees are dismissed and offered re-employment on inferior terms and conditions. This approach undermines job security, damages trust and disproportionately affects those who may already face barriers to stable employment — including carers, support staff, and individuals with lived experience of disability or mental health issues.

Such practices are incompatible with our values as a rights-based organisation and risk eroding the very foundation of inclusive, person-centred care. Our workforce is essential to delivering the quality support our communities rely on. We believe in working collaboratively with staff, unions, and stakeholders to resolve challenges in ways that respect workers’ rights and promote long-term sustainability.

We call on employers across all sectors — especially those working with vulnerable populations — to reject fire and rehire and to adopt fair, transparent, and compassionate approaches to workforce management.