**Acquisition FAQs for employees**

Every acquisition is different and we are proud to manage each one independently to ensure we tailor the process to each scheme’s specific needs.

If you are told your scheme is going to be subject to an acquisition, we will hold a consultation process with you before any decision is made. We will visit you, along with your current landlord/ housing association, to answer any questions you may have that are specific to your scheme.

In the meantime, here are some of the most common queries we have received from employees, which may help answer some of your questions until we get to meet you in person.

**What does Housing 21 bring to the table?**

Housing 21 is a leading not-for-profit provider of housing with care or support for older people of modest means. We manage over 24,000 properties across 215 local authority areas, deliver over 49,000 hours of social care every week and celebrated our 60th anniversary as a housing association in 2024.

As such, we have a long and established history of providing quality homes to older people of modest means. Our homes are purpose-built for older people and our devolved model means you benefit from a local service, but with the reassurance of national support. Unlike lots of other landlords, we only provide homes for older people which means we are experts in what we do.

Housing 21 supports the Armed Forces Covenant, is a Disability Confident Employer and is one of only two percent of assessed organisations to achieve an Investors in People Platinum status.

We are committed to putting residents at the heart of everything we do by investing in employees to ensure we recruit and retain the best people and by investing in our buildings to ensure everyone lives in a property they are proud and feel safe to call home.

As a not-for-profit provider, it means any profits we make goes back into investing into our schemes and services, rather than into the pockets of shareholders.

**What will happen to the terms and conditions of my employment?**

Any questions to your specific employment need to be fed through the formal TUPE consultation process which is being led your current employer, not Housing 21. Your employer will share more information about how you can become an employee representative.

**What are the employee satisfaction figures like at Housing 21?**

The results of our latest employee satisfaction figures are available to view on our website under the ‘Jobs and Opportunities’ section.

**What support will be provided if the acquisition goes ahead?**

If it is agreed to proceed with the acquisition, Housing 21 will begin your onboarding process before the completion date by providing equipment, training and face-to-face meetings. This means, by the time you officially join Housing 21, you will already be familiar with any new process or software.

But our support does not end there. For the first 12 months we will have a buddy system in place to support you and you will receive tailored support from local and regional managers who will visit you regularly to help you settle in.

**Will my salary and benefits change after the acquisition?**

 Your salary and benefits will remain the same as they were prior to the acquisition. Under TUPE legislation, your existing terms and conditions, including pay, benefits, and job role, are protected. Any future changes to your terms will be communicated and discussed in line with legal requirements and Housing 21 policies.

**Will I need to reapply for my job after the acquisition?**

 No, you will not need to reapply for your job. Under the TUPE process, your existing role, along with your terms and conditions, will be protected. You will transfer directly to Housing 21, and your job will continue without any disruption.

**What happens if I don’t want to transfer to Housing 21?**

 If you do not wish to transfer to Housing 21, you can choose not to be part of the transfer. However, it is important to understand that, in some cases, this could result in your current employer seeking to make alternative arrangements for your employment. It is recommended that you fully engage in the consultation process to understand your options.

**How does Housing 21 support employees’ professional development?**

Housing 21 is dedicated to the ongoing professional development of our employees. We offer various training programs, career development opportunities, and mentorship to ensure that you continue to grow in your career. We value our employees and are committed to investing in their future.