

Fair Work First Statement

1. Introduction

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland.

At Strathspey Works – Granttown Remakery we are committed to embedding Fair Work First principles across all areas of the Charity's work. We believe that a fair, inclusive, and respectful environment is fundamental to our success and to the wellbeing of our Employees, Volunteers and Trainees and in line with this we operate explicitly to our core values of Trust, Respect, Sensitivity and Consideration. This statement outlines our approach to ensuring fair work practices in line with current best practice and legislative requirements.

This statement links to our Equality and Diversity and Recruitment Policy.

2. Our Fair Work First Commitments

We commit to the following Fair Work First principles:

- **Effective Voice:** We ensure that all employees have the opportunity to be heard, participate in decision-making, and raise concerns through open communication, regular meetings, staff forums and our annual public survey.
- **Real Living Wage:** We pay at least the Real Living Wage to all staff. We have no contracted staff but encourage partners to do the same. We have been an Accredited Real Living Wage employer since July 2023.
- **Guaranteed Hours:** We do not use Zero-Hours Contracts: We provide all employees with clear, guaranteed hours. We have been an Accredited Real Living Hours employer since March 2025.
- **Gender Pay Gap:** All staff are paid on the basis of the Job Description and Person Specification. We have a complete commitment to creating a diverse and Inclusive Workplace, and are committed to promoting equality, diversity, and inclusion, and we take action to ensure that there is no gender pay gap or other inequalities within the Charity.
- **Flexible and Family-Friendly Working Practices:** We support flexible working arrangements and provide family-friendly policies to help employees balance work and personal commitments.
- **Fire and Rehire Practices:** We do not use fire and rehire practices and engage with employees openly and constructively regarding any changes to terms and conditions.
- In line with our '**Fair Trading Policy**' which commits us to purchasing locally wherever possible, we will communicate our Fair Work First Statement to our suppliers.

3. Implementation

All managers and employees are responsible for upholding this policy.

The Board will provide guidance, monitor compliance, and review progress. We will communicate our Fair Work First commitments to all staff, volunteers, and partners, and expect them to adhere to these principles.



Strathspey Works

4. Monitoring and Review

This policy will be reviewed annually, or sooner if required due to changes in legislation or best practice. Feedback from employees and stakeholders will be welcomed and considered as part of the review process.

5. Further Development

It is our intention to develop our pension system to become a Fair Pension Provider in the future.

Sam Pollard..........Date.....

Project Assistant

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Development Manager