**Fair Work First Statement**

Fair Work First is the Scottish Government's flagship policy for driving high quality, inclusive, and fair work across the labour market by encouraging employers to adopt fair work practices, specifically:

* Payment of at least the Real Living Wage
* Providing appropriate channels for effective workers' voice
* Investment in workforce development
* No inappropriate use of zero hours contracts
* Action to a more diverse and inclusive workplace
* Offer flexible and family friendly working practices for all workers from day one of employment
* Opposing the use of fire and rehire practices

**Mount Stuart Trust’s Commitment**

Mount Stuart Trust demonstrates our commitment to fair work in the following ways:

Real Living Wage

The Trust is accredited as a Living Wage Employer, voluntarily paying staff no less per hour than the rate set by the Living Wage Foundation, and we are committed to continuing to provide this benefit.

Employee Voice

The Trust has individual and collective voice channels to listen to and engage with staff.  We are committed to working in partnership with our recognised staff representatives and we regularly meet to engage and consult on employment matters.

At an individual level, managers are encouraged to have regular one-to-ones with staff, and this practice has been widely adopted across the organisation.  The opportunity to have one-to-one discussions exists outside of the performance and development review process, which fosters effective working relationships.

Workforce Development

One of the Trust’s key strategic aims is for all staff to have the opportunity to develop personally and professionally to support individual and organisational achievement.  We aspire to ensure that all employees have time at work to develop the skills they need for the work they do and we currently provide a number of resources to enable staff to maximise their potential, and will continue to develop its offering in the future.

Zero Hour Contracts

The Trust minimises the use of zero hour contracts, implementing them only in the areas of operation in which their use is the chosen option for both staff and management.

EDI

The Trust is committed to equality for all our staff; our ED&I policy aims to embed equality and diversity across all of the Trust’s departments, and seeks to promote a culture of inclusivity. We recognise that achieving this will always be a work in progress, and are committed to this.

Family Friendly Policies

In 2019 we reviewed our family friendly policies; an enhanced maternity pay scheme has been introduced with the removal of any length of service requirement to be entitled to enhanced pay, providing a ‘day one right’ for employees under this policy.  The Trust also has policies on Flexible Working, Emergency Time Off for Dependants, and Special Leave to allow employees to balance their personal and work commitments.

Opposing Fire and Rehire Practices

The Trust opposes, and does not engage in, ‘fire and rehire’ practices.