

Fair Work First Statement

Care Lochaber is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Specifically:

We have appropriate channels for effective voice from the workforce and volunteers;

- Care Lochaber use a wide and varied range of informal and more formal channels where dialogue can take place at various times and places on an individual and collective basis. We aim is to keep workers informed by having open and transparent communication but also to actively encourage and listen to ideas and feedback. We are fully committed to listening to our workers and have a good understanding of effective voice and actively develop management skills and demonstrate experience in facilitating employee engagement and empowering workers.

We actively investment in workforce and volunteer development;

- Our development policy is supported and implemented by the Manager and Board members of Care Lochaber. All employees and Volunteers have access to training about our equality and diversity policy and any related procedures.

We are committed to no inappropriate use of zero hours contracts;

- Care Lochaber pay more than the Real Living Wage and do not have any employees on a zero hour contract, and nor will have in the future. We support opportunities for hours of work which align with family life and caring commitments. We supply a Staff Handbook which relates to the employees employment rights.

We take action to tackle the gender pay gap and create a more diverse and inclusive workplace;

- Care Lochaber are committed to tackling the gender pay gap. We respect and treat our employees respectfully, whatever their role and status.

We are fully committed to paying the real Living Wage to both our employees and ensuring our contractors also do the same.

- Care Lochaber are fully committed to paying the real Living Wage to our employees and this is stated in our Employee Handbook.

This statement has been agreed by both the employer and a workforce representative from the employees:

Signature (for the employer):	<i>Allison Kane</i>
Print name:	Allison Kane
Position within organisation:	Charity Manager
Date:	25/8/23

Signature (as workforce representative):	<i>Laura McKenzie</i>
Print name:	LAURA McKenzie
Position within organisation:	Charity Manager
Date:	25-8-23