



## **Fair Work First**

Crieff Highland Gathering is committed to advancing the Fair Work First criteria, specifically:

### **1. We have an appropriate channel for effective employee voice**

- We provide facility time to support regular engagement between our staff and the board of directors
- We engage in constructive dialogue with our employees to address any workplace issues and disputes.
- Employees are offered supportive contact with the Chairman and Vice Chairman of the board
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

### **2. We do not use zero-hours contracts**

- Supply and casual contracts are not used
- We do not use supply and casual contracts to fill longer-term vacancies

### **3. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace**

- There is no gender pay gap between our staff
- Our equality outcomes support a number of actions to ensure we continue to understand any perceived barriers to employment and address these
- We support flexible working across the Council, offering a wide range of flexible working patterns
- If an employee receives a short time-frame terminal diagnosis, we will work with them to consider how we manage an appropriate outcome

### **4. We commit to paying the Real Living Wage**

- We are a Living Wage employer

## **5. We offer flexible and family-friendly working practices for all workers from day one of employment**

These include

- Part-time and term-time working arrangements
- Time off for Dependents
- Parental Leave
- Neonatal Leave
- Parental Bereavement Leave (including those who have a miscarriage and partners)
- Compassionate and other special leave
- Time off for voluntary and other public duties
- Time off for adult cadet volunteers and military spouses and partners
- We assist in workforce development when this is presented to Crieff Highland Gathering either by staff or by external advisors.

## **6. We oppose the use of fire and rehire practice**

- We only consider effecting change where there is a legitimate business need
- We strive to achieve change through agreement
- We are committed to working with our employees to ensure there is effective consultation and negotiation relating to change

The Fair Work First criteria are also referenced in our procurement contracts and grant award processes, to encourage third-party providers to adopt positive fair work practices. Where relevant and proportionate to do so, this may factor into the tender evaluation process and is subject to monitoring through contract management/service level agreements.