



FAIR WORK FIRST STATEMENT

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach the Scottish Government is asking employers to adopt fair working practices (see [Scottish Government website](#)).

It will be mandatory to have in place appropriate channels for effective voice, such as trade union recognition and payment of the real Living Wage. Employers are encouraged to invest in workforce development, not to inappropriately use zero hours contracts, take action to tackle the gender pay gap and create a more diverse and inclusive workplace.

We are working towards advancing the Fair Work First criteria below. Our aim is to deliver good quality and fair work through continuous improvement. This will give confidence to:

- the public
- those receiving and providing funding through the public sector
- those delivering public contracts.

Our trade union representatives agree with our commitments in this statement.

We can evidence what we have in place and the progress we are making to support grant funding at the application, monitoring and payment stages.

We will fully involve and engage with the trade unions on updates on changes made, to review actions and outcomes and identify further improvements for advancing the Fair work First commitments, thinking about of how this will impact on the workforce.

1 We have an appropriate channel for effective employee voice

- We engage with recognised trade unions in key governance and decision-making structures. This includes ANGUSalive Consultative and Safety meetings.
- We provide facility time to support trade union engagement initiatives.
- We recognise trade unions across all employee groups.
- We encourage membership of trade unions.
- We engage in constructive dialogues for collective bargaining.
- We engage in constructive dialogue and address workplace issues and disputes.
- Trade unions are always informed and consulted during policy development.
- We have zero tolerance for bullying and/or harassment. We have a bullying and harassment policy.
- We provide opportunities for engagement with senior management. This promotes a culture of openness and transparency.
- We have formal and informal employee engagement through a variety of communication channels and development discussions with individuals and teams.

2 We invest in workforce development

- Our Business Plan outlines the programme of work ANGUSalve will undertake to deliver our strategic priorities.
- Our strategic aims help shape our engagement with each other and the citizens of Angus.
- Our Code of Conduct helps set out how all employees are expected to behave at work, creating a better working environment for all.
- We engage with government-funded programmes to support local employability.
- We encourage mentoring and continuous learning at every stage of the employment journey. We offer it across the workforce, both in relation to specific roles and as wider development.
- We encourage, support and provide opportunities to undertake formal and informal training.
- Our health and wellbeing framework and employee assistance programme promotes the physical, mental and financial wellbeing of our workforce.
- We provide regular governance, equality and diversity training.
- We create opportunities for our workforce to learn new skills by promoting secondment opportunities within ANGUSalve.

3 We do not use zero hours contracts inappropriately

- Supply and casual contracts are only used when there is no alternative. Workers on these contracts are not compelled to accept work when offered.
- We do not use supply and casual contracts to fill longer term vacancies.
- Where possible we will use an open-ended or fixed-term contract rather than a supply or casual contract.

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

- We make sure we understand and address perceived barriers to employment with ANGUSalve. We use data to understand our workforce diversity and pay gap position.
- We support flexible working across ANGUSalve from the first day of employment..
- We offer some employees the opportunity to adopt an agile workstyle, a blend of working from home and working in an ANGUSalve building.
- We are a Carer Positive employer.
- In addition to anyone who has or considers themselves to have a disability, the Guaranteed Interview scheme extends to young people with recognised caring responsibilities, care experienced young people, including care leavers up to the age of 26, employees with significant caring responsibilities,
- We offer a range of policies to support attendance and work-life balance.

5 We pay the Real Living Wage

- ANGUSalve has consolidated the Scottish Local Government Living Wage into our pay and grading structure.

6 We don't use 'fire and rehire' practices

- We will carry out full and meaningful consultation when changing employees' contractual terms and conditions of employment.
- We will not use, or threaten to use, dismissal and immediate re-engagement practices.

Version	V1.0
Approved by & Date	<ul style="list-style-type: none">• Board of Directors at ANGUSalve Board meeting on 15/12/2023• Trade Unions at the ANGUSalve Consultative & Safety meeting on 17/01/2024. Statement approved by two trade unions and discussions at national level for the other although they welcomed in principle the statement.