



## **Fair Work First**

West Sutherland Fisheries Trust is committed to ensuring that we have in place fair working practices and is committed to advancing the Fair Work First criteria.

### **Fair Work First: the approach and what it aims to achieve**

Fair Work First is the Scottish Government's 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, specifically:

- appropriate channels for effective voice, such as trade union recognition;
- investment in workforce development;
- no inappropriate use of zero hours contracts;
- action to tackle the gender pay gap and create a more diverse and inclusive workplace; and
- payment of the real Living Wage.

### **Fair Work First Criteria**

West Sutherland Fisheries Trust is committed to ensuring that we have in place fair working practices and is committed to advancing the Fair Work First criteria, specifically:

#### **Appropriate channels for employee voice**

- All employees have an opportunity for regular 1:1 open and two-way dialogue between line managers and their direct report, in addition to formal performance review processes.
- We have procedures and support mechanisms in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

#### **Investment in workforce development**

- Development and learning is supported across West Sutherland Fisheries Trust.
- Induction and probation procedures are in place to support employees on joining West Sutherland Fisheries Trust.

#### **No inappropriate use of zero hours contracts**

- West Sutherland Fisheries Trust does not use zero-hour contracts.

#### **Action to tackle the gender pay gap and create a more diverse and inclusive workplace**

- West Sutherland Fisheries Trust is committed to valuing diversity and advancing equality of opportunity in all aspects of our activities. We believe that this is fundamental to the development of an inclusive working and learning environment in which all employees and learners can fulfil their potential.

#### **Payment of the Real Living Wage**

- West Sutherland Fisheries Trust is committed to payment of at least the Real Living Wage
- In addition, we require our members to commit to paying the Real Living Wage where they act as third-party service providers for the delivery of any grant issued to Fisheries Management Scotland

Signed on behalf of West Sutherland Fisheries Trust:

Signed on behalf of employees: