**Fair Work First statement**

This statement has been jointly agreed by Newton Stewart Initiative SCIO and its members of staff/volunteers and trustees

Newton Stewart Initiative is committed to ensuring there are fair working practices in place and demonstrates its commitment to the Scottish Government’s Fair Work First policy through the following statement.

We aim to tackle the gender pay gap and creating a more diverse and inclusive workplace by ensuring all staff are paid the Real Living Wage and ensuring our office spaces are inclusive and accessible to all. We are committed to achieving a zero gender pay gap and currently pay all staff the Real Living Wage

**Appropriate channels for effective staff voice**

We have an active communication framework in place with a range of ways to update staff and to listen, so everyone can be engaged in and shape the future of the charity. We engage in constructive dialogue to address workplace issues and disputes in accordance with our grievance policy and procedure. Staff have a weekly 1:1 meeting with a trustee.

We have policies in place, which can be found in our handbook, to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

We offer flexible and family friendly working practices for all workers from day one of their employment.

We have a strong focus on wellbeing to support a safe and healthy working environment and provide a range of flexible working arrangements to support staff to flourish at work and away from it.

We support individual development and provide a range of learning opportunities to support organisational success and personal growth. Development and performance conversations happen on a regular basis. There is access to numerous CPD workshops online and in person, which are supported by Newton Stewart Initiative.

Newton Stewart Initiative is a voluntary living wage employer accredited with Living Wage Employer and all employees and sub contractors are paid the Real Living Wage

We do our best to provide an ethical workplace, based on integrity and fairness. We would not and do not fire and re-hire staff. We do not use zero hours contracts within the charity and we will only partner with organisations that meet our employment standards.