

## Fair Work First Statement and Declaration

### Statement:

Dunvegan Community Trust SCIO is committed to advancing the Scottish Government **Fair Work First Policy** and the criteria as set out within the **Fair Work First guidance** document. We confirm that we pay our staff the Real Living Wage and/or will do so if we employ people in the future. We make every effort to ensure that our suppliers/contractors are offered the same Real Living Wage rate when procuring goods or services. We also confirm that we offer our staff and/or volunteers an Effective Workers Voice channel within the workplace.

We do not yet employ any staff, but we do contract 2 part time freelancers who operate on a self-employed basis. We also have approximately 8 active volunteers.

### Specifically:

- (1) We have appropriate channels for effective voice from the workforce and/or volunteers; We actively encourage 1:1 discussions between the Board and volunteers or contractors undertaking work with us. While we are not an Employer, those contracted to DCT are paid above the Real Living Wage. We have an empathetic attitude to the work:life balance necessary to ensure the sustainability of the work that we all do together, and endeavour to offer flexible work patterns to self employed staff and realistic expectations of volunteers, and have an up to date Equality Policy.
- We carry out regular surveys of staff and volunteers.

The following points satisfy the self-declaration requirements for compliance with the effective voice criteria. If the answer to question 1a is no, further evidence of compliance will be required. Question 1b is only applicable where the organisation employs more than 21 staff. If the answer is no, further evidence of compliance will be required. Please confirm the following:

**(1a)** Dunvegan Community Trust SCIO will provide effective one to one line management for any employee or volunteer ensuring regular open and two way dialogue; that this exists separately to performance management processes; and that worker/manager working relationships are effective.

Yes X No ☐

**(1b)** Dunvegan Community Trust SCIO will ensure that as part of their induction, employees will be made aware of their right to join a union of their

choice and will take a pro-union membership attitude.

Yes ☐ No ☐ NA ☐

(2) We actively invest in workforce and/or volunteer development; We encourage staff to participate in courses and networking opportunities with other third sector organisations, as well as attending events like the Scottish Rural and Islands Parliament, where they can share experience of working and volunteering for community groups.

(3) We are committed to no inappropriate use of zero hours contracts; We are not an employer, but are committed to being a responsible employer when we are. Our self employed contractors enjoy flexible hours which work around their lives.


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


We have an up to date equalities policy, and try to be mindful of the diverse needs of our volunteers, self employed contractors and our membership.

(5) We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same.

Our self employed contractors are paid above the real living wage, and we only use well known and respected companies.

This statement has been agreed by both the employer and a suitable workforce representative for our employees and/or volunteers:

Signature (for the employer):	
Print name:	Jason Bold
Position within organisation:	Treasurer
Date:	29/5/25

Signature (as workforce representative):	
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Print name:	Amalia MacLennan
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Position within organisation:	Self Employed, Part-time development officer
Date:	29/5/25