

CULBOKIE COMMUNITY TRUST

www.culbokiect.org

e-mail: info@culbokiect.org



Fair Work First Statement

The Culbokie Community Trust Ltd (CCT) is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Specifically:

We have appropriate channels for effective voice from the workforce;

At present we have no workforce. All our work is carried out by volunteers working collaboratively in project teams coordinated by a team leader who ensures all voices are heard. As and when we do have paid employees, we will encourage staff to elect a representative to attend Board meetings to voice staff views.

We actively invest in workforce development;

While we have no paid workforce, we actively invest in our volunteers by providing free training and development opportunities where possible and encouraging skills sharing. If and when we have employees we will continue in this approach in order to actively invest in their development.

We are committed to no inappropriate use of zero hours contracts;

Zero hours contracts will not be used as a permanent arrangement if it's not justifiable and alternatives will be sought. Where it can be justified, for example, to provide services that are unpredictable or unexpected, hours worked will always be through mutual negotiation.

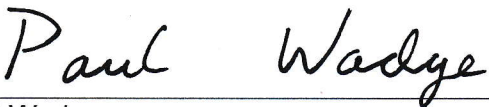
We take action to tackle the gender pay gap and create a more diverse and inclusive workplace;

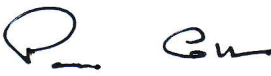
If and when CCT takes on staff we will be committed to gender pay equality and recruit at the market rate for the work. We will offer flexibility in working hours to suit domestic arrangements where possible.


We are fully committed to paying the real Living Wage to both our employees and ensuring our contractors also do the same.

Living wage pay has been built into all our business planning for future staffing. Companies bidding for our contracts will be asked to verify that they are committed to paying the real Living Wage.

This statement has been agreed by both the employer and volunteer representatives:

Signature (for the employer):	
Print name:	Paul Wadge
Position within organisation:	Chair
Date:	24 August 2023

Signature (as volunteer representative):	
Print name:	Paul Cottis
Position within organisation:	Volunteer
Date:	24. 8. 23

Date:	
Signature (as volunteer representative):	
Print name:	Liz Hamill
Position within organisation:	Volunteer
Date:	24. 8. 23

Adopted by the Board of Directors of Culbokie Community Trust Limited

on 24 August 2023.