

Lairg and District Community Initiatives (LDCI) Fair Work First Statement and Declaration

Statement:

Lairg and District Community Initiatives (LDCI) is committed to advancing the Scottish Government [Fair Work First Policy](#) and the criteria as set out within the [Fair Work First guidance](#) document. Although we currently do not directly employ any staff, we confirm that we will pay the Real Living Wage to any staff we employ 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 volunteers an Effective Workers Voice channel within the workplace.

We employ 0 amount of staff and have 77 members and 25 active volunteers.

Specifically:

- (1) We have appropriate channels for effective voice from the workforce and/or volunteers; Our board of directors are very active and liaise continually with any sub-contracted employees on a daily basis to ensure that workloads are fair, consistent, and manageable. The board of directors meet at least four times a year and the welfare of our board, sub-contracted employees, and volunteers is of paramount importance.
- (2) Currently we sub contract a development worker from the Kyle of Sutherland Development Trust, a well-established organisation with 16 staff that is an accredited living wage employer.

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) Lairg and District Community Initiatives (LDCI) 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 ☒ No ☐

(1b) Lairg and District Community Initiatives (LDCI) 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 ☐

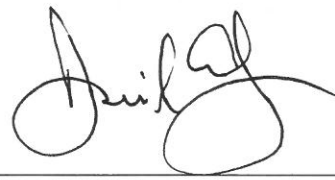
- (3) We actively invest in workforce and/or volunteer development; Although, as a third sector organisation, much of our funding is time limited, LDCI are

committed to developing people and see this as a key output for the organisation. We also work closely with the organisation that we sub-contract staff from to ensure that ongoing training and development needs are met.

- (4) We are committed to no inappropriate use of zero hours contracts; All employees will have contracts of employment with agreed and set hours.
- (5) We take action to tackle the gender pay gap and create a more diverse and inclusive workplace; All employees will be paid at the same rate, for the same work, without question. There will be no differentials of pay according to gender, sexual orientation, race, age, or any other protected characteristic.
- (6) We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same. All tenders, contracts, and briefs to procure external contractors will include a question to specifically ask if the applicant/bidder is a Real Living Wage Employer and this will be factored into the decision-making process.

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:	Robert Johnstone
Position within organisation:	Treasurer
Date:	01/12/2023

Signature (as workforce representative):	
Print name:	David Watson
Position within organisation:	Manager of KoSDT – employer/sub-contractor of LDCI development officer
Date:	01/12/2023