



FAIR WORK FIRST STATEMENT

Stranraer Development Trust is committed to advancing the Fair Work First criteria, specifically:

1. We have an appropriate channel for effective employee voice

- We engage in constructive dialogue with our employees to address workplace issues and disputes.
- Employees are offered supportive contact with their supervisor
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

2. We invest in workforce development

- Our People Matter Workforce Strategy aims for an engaged and empowered workforce who embrace new ways of working and are committed to making a difference.
- Our How We Work Matters Behaviours Framework sets out how all employees are expected to behave at work, creating a better working environment for all
- We provide learning opportunities for employees at all levels in the Organisation
- We are committed to providing opportunities for young people
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development
- We provide training for employees to become Mental Health First Aiders who volunteer to offer a confidential listening ear for other employees in times of vulnerability

3. We do not use zero hours contracts inappropriately

- Supply and casual contracts are only used when necessary and workers on these contracts are not obliged to accept work when this is offered
- We do not use supply and casual contracts to fill longer term vacancies
- We have a clear policy allowing workers to move from a supply/casual contract to a temporary contract where a longer-term need for the work has been identified

Address: Clock Tower, Former Harbour Masters Building, West Pier, Market Street, Stranraer, DG9 7RF
Telephone: 01776748812 Email: coord@stranraerdevelopmenttrust.co.uk

Stranraer Development Trust is a registered Scottish Charitable Incorporated Organisation (SCIO) SC046306

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

- Our equality outcomes support several actions to ensure we continue to understand any perceived barriers to employment with the organisation and address these
- We gather data to understand our workforce diversity and pay gap information
- We support flexible working across the Organisation, offering a wide range of flexible working patterns
- We offer many employees the opportunity to adopt a Blended Workstyle, a blend of working from home and working in a organisation building
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions.
- If an employee receives a short time-frame terminal diagnosis, we will work with them to consider how we manage an appropriate outcome

5. We commit to paying the Real Living Wage

- We are an accredited Living Wage employer
- We support the initiative to become a Living Wage region

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

These include –

- Part time and term time working arrangements
- Time off for Dependents
- Parental Leave
- Neonatal Leave
- Compassionate and other special leave
- Time off for voluntary and other public duties

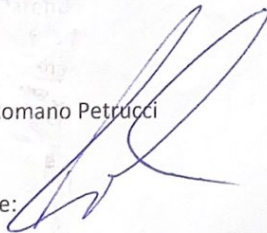
7. We oppose the use of fire and rehire practice

- We only consider effecting change where there is a legitimate business need
- We strive to achieve change through agreement
- We are committed to working with our Trade Unions partners to ensure there is effective consultation and negotiation relating to change
- The Fair Work First criteria are also referenced in our procurement contracts and grant award processes, to encourage third party providers to adopt positive fair work practices. Where relevant and proportionate to do so, this may factor into the tender evaluation process and is subject to monitoring through contract management/service level agreements.

Director

Name: Romano Petrucci

Signature:

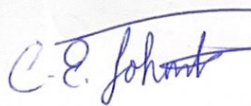


Date: 13/05/2024

Trade Union Representative
/ Staff Member

Name: Christina Johnston

Signature:



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