

Fair Work First Statement and Declaration

Statement:

Assynt Leisure 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 employ 4 amount of staff and/or have 10 amount of volunteers.

Specifically:


- (1) We have appropriate channels for effective voice from the workforce and/or volunteers, by way of:
- Regular staff team meetings including with line manager and with wider board of directors;
 - Formal structure in the organisation with clear line management arrangements;
 - Opportunity for staff and volunteers to give opinions and feedback, and to be involved in shaping organisation direction where appropriate.

(1a) Assynt Leisure 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

- (2) We actively invest in workforce and/or volunteer development, within the limits of our financial ability, including through considering training opportunities and welcoming requests / suggestions from workforce and volunteers around training opportunities and other development opportunities.
- (3) We are committed to no inappropriate use of zero hours contracts. We currently have no zero-hour contracts for any staff.
- (4) We take action to tackle the gender pay gap and create a more diverse and inclusive workplace. If our pool of staff increases in future we will continue to monitor and address gender pay equality, and staff diversity and inclusivity.
- (5) We are fully committed to paying the Real Living Wage to our employees and, where reasonably practical and appropriate, ensuring our contractors also do the same.

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:	Alexander Macleod
Position within organisation:	Director
Date:	18/04/2024

Signature (as workforce representative):	<i>Paul Redgewell</i>
Print name:	Paul Redgewell
Position within organisation:	Centre Manager
Date:	18/04/2024