

**FAIR WORK FIRST POLICY STATEMENT**

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**Ross Sutherland Rugby Football Club Fair Work First Policy Statement**

Our commitment to the Fair Work First criteria Article 12 in Scotland is committed to advancing the Fair Work First criteria.

The following outlines the key steps we are taking/will take against the five dimensions of the Fair Work Framework as we progress our commitment to Fair Work First practices.

This policy will be reviewed annually.

1. **Effective Voice**

Our non-hierarchical organisational structures, practices and culture of openness, transparency and tolerance of differing viewpoints provide an environment wherein real collective dialogue and devolved decision making on strategy and tasks can take place. our commitment is to a workplace environment where the individual and collective voice can be exercised effectively.

We demonstrate the effectiveness of this commitment with regular feedback from all members of the workforce and the Board of Trustees.

1. **Opportunity**

Members of our workforce are encouraged to identify learning and development needs and include these in their work plans or continuous professional development logs. Where specific formal training or learning is identified and where funding is available, the individual will be encouraged and supported to engage in relevant courses or workshops.

We support under qualified members of the workforce and individuals from the marginalised communities we work for and with to gain formal and non-formal qualifications to enhance their future career opportunities, either within or out with our organisation.

We strive for an inclusive and diverse workforce. To help achieve this we have established processes that aim to prevent bias and barriers when recruiting. The recruitment of rugby based posts, we follow SRU (Scottish Rugby Union) criteria.

1. Security

We are working towards and have some implementation already for our contracts being clear and unambiguous. They outline what we expect from the member of the workforce and what they can expect from Article 12 in Scotland. Although some of our work is dependent on external funding, and therefore contracts are time limited, this is made clear in all contractual agreements and individuals are assured that, except in the case of serious misconduct, their contract is secure during the specified timeframe. Again this is in line with SRU recruitment. We are a family friendly organisation and as such our contracts and work plans are task completion oriented.

1. Fulfilment

Our devolved system of power in decision making processes such as strategic goals and decisions

on how work should be carried out at the individual and group level demonstrates our commitment to a workplace environment that delivers an authorising culture where people can make appropriate decisions and make a real difference to the design and direction of their work and the work of the organisation, access to continuing professional and personal development opportunities demonstrates our holistic approach to supporting the aspirations and wellbeing of members of our workforce.

1. Respect

We continuously strive to create a culture of respect across our workforce, between our workforce and the people we work for, and with and our Board of Trustees. Our high expectations around respect are outlined in our Equality and Diversity, Standards of Behaviour, Health and Safety Policies. These and other policies are reviewed annually and members of the workforce are required to familiarise themselves with any updates. We have a fair, transparent, constructive and pluralistic approach to dealing with conflict. Our first step is to enter into dialogue with each individual to identify possible solutions/reframe the causes or effects of the conflict. If this does not address the issue then we move to a formal process of mediation. If that stage does not succeed then our complaints procedure is engaged. We utilise the support of ACAS and its policies.

Legislation:  
Scottish Government (2021) FAIR WORK FIRST GUIDANCE: Supporting the implementation of Fair Work First in workplaces across Scotland. Online at: Fair Work First: guidance to support implementation - gov.scot

Adopted 25/10/23.

This Policy is to be review annually by the Board.