

Road to the Isles Facilities Group



(A Community Scottish Charitable Incorporated Organisation reg No. SC048758)

Fair Work First Statement

Road to the Isles Facilities Group (SCIO 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 and volunteers;

As an organisation, we adopted an Equal Opportunities policy in August 2021. This policy states that, "We will listen carefully to what people tell us they need from Road to the Isles Facilities Group and do everything in our power and within our resources to ensure their needs are met." This includes our members and volunteers.

The group's email address is publicly available so that members, service users and the general public can contact us with any concerns or complaints, and these can be actioned by the group.

The group does not directly employ any staff but do use contractors for cleaning and capital projects. The group ensures that any fees paid to contractors incorporate an hourly rate higher than the National Living Wage, and we require contractors to ensure that any staff employed by them are treated fairly and paid the national minimum wage.

Additionally, all volunteers are trustees or members of the group and can discuss any issues at regular meetings. They can also bring up any issues with any of the group's officers.

We actively invest in workforce and volunteer development;

We make our Trustees and other volunteers aware of development opportunities that may be relevant to them from a range of organisations. To date, most training has been of a practical nature. We support our Volunteer Trustees to develop their confidence and capability by allowing them to work within the group developing projects that they have a specific interest in. We are also registered with OSCR and review any opportunities and guidance sent by them.

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

We realise that many of the opportunities locally are seasonal, and recognise the importance of those in rural areas having a guaranteed minimum income year-round. We have contracted with our cleaning company to provide a minimum number of hours throughout the year, with more hours available in the peak season. We work hard to ensure that any contracts we enter into are appropriate for both the organisation and the contractors.

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

Our Equal Opportunities policy states, "As far as it lies within our power, Road to the Isles Facilities Group will ensure that our recruitment processes are designed to ensure equal access for all. Our Trustees will be drawn from our Membership, and we will design our committee roles or job specifications to allow for as wide as possible a range of transferable experience and qualifications to be taken into account. Application forms will make it clear that life experience as well as formal qualifications and work experience is valid. We will do everything we can to ensure that those we do employ share our belief in the value of everyone and reflect that belief in their work."

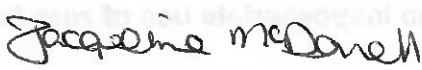
We ensure all contractors pay employees equally and fairly.

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

We regularly check whether contractors are paying above the real living wage. We are committed to paying any future employees above the real living wage.

This statement has been agreed by the charity representative and another volunteer. (note: as the group does not employ any staff there no employee representatives)

Signature:	
Print name:	Stuart Griffin
Position within organisation:	Chair of Trustees
Date:	20 August 2023

Signature:	
Print name:	Jacqueline McDonell
Position within organisation:	Vice-Chair
Date:	20 th August 2023