

FAIR WORK STATEMENT

This statement confirms SIF's commitment to fair working practices in support of the Scottish Government's 'Fair Work First' policy.

Fair Work First is the Scottish Government's flagship policy for driving high quality, inclusive, and fair work across the labour market by applying fair work criteria to grants, other funding, and contracts, where relevant to do so. The Scottish Government is encouraging employers to adopt fair work practices, specifically:

- Payment of at least the real Living Wage
- Providing appropriate channels for effective workers' voice, such as trade union recognition
- Investment in workforce development
- No inappropriate use of zero hours contracts
- Action to tackle the gender pay gap and to create a more diverse and inclusive workplace
- Offer flexible and family friendly working practices for all workers from day one of employment
- Opposing the use of fire and rehire practices

SIF's Commitment

SIF demonstrates our commitment to fair work in the following ways:

Real Living Wage

SIF is a Living Wage Employer, voluntarily paying staff no less per hour than the rate set by the Living Wage Foundation, and we are committed to continuing to provide this benefit.

Employee Voice

SIF has individual and collective voice channels to listen to and engage with staff. Our staff have line managers and individual mentors through whom they can discuss employment matters. Our staff meet weekly to discuss staff matters and our Head of Strategic Development reports regularly to the Chair.

As a values-driven employer, we recognise that despite our strong employee offer, there is always more we can do. We are not complacent about this and will continue to work with our staff to tackle challenges.

At an individual level, line managers are encouraged to have regular one-to-ones with staff. The opportunity to have one-to-one discussions exists outside of the performance and development review process, which fosters effective working relationships.

Workforce Development

One of our key aims is for all staff to have the opportunity to develop personally and professionally to support individual and organisational achievement. We aspire to ensure that all employees have time at work to develop the skills they need for the work they do.

No Zero Hour Contracts

SIF does not use zero hour contracts.

Family Friendly Policies

In 2023, a full review of our HR policies took place. SIF has policies on Flexible Working, Emergency Time Off for Dependants, and Special Leave to allow employees to balance their personal and work commitments.

Opposing Fire and Rehire Practices

SIF opposes, and does not engage in, 'fire and rehire' practices.