

# FAIR WORK FIRST STATEMENT

## HIGHLAND THIRD SECTOR INTERFACE (HTSI)



Highland Third Sector Interface is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Specifically:

### EFFECTIVE VOICE

We have appropriate channels for effective voice within our workforce:

Collaborative working and leadership is threaded throughout the organisation where people can provide ideas and develop concepts or raise issues either on a 1-1 basis with their line manager or within their team and are supported to do so. In terms of strategic direction or work planning the staff are often the people driving the design of this and do so in response to intelligence gathered through working with members and stakeholders.

### OPPORTUNITY & FULFILMENT

We actively invest in workforce development:

We invest in staff training and external opportunities, including in difficult conversations, and staff time to work together in creative ways to support better relationships, communication and peer support. We regularly work to enrich our staff's knowledge by supporting conference attendance and visits to other organisations.

### SECURITY & RESPECT

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


All work placements and short-term contracts are paid at least the living wage with the same entitlement to pensions, leave and other staff rights as the more permanent staff – we don't make a distinction.

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

HTSI uses salary banding and does not differentiate pay points between gender. Diversity and equality training is required as part of our induction of all new staff. We host a Human Rights and Equalities Officer on behalf of the TSI network to promote diversity and inclusion across TSIs in the North of Scotland.

We are fully committed to paying the real Living Wage to our employees and ensuring our contractors also do the same. HTSI has been a real living wage employer since 2018 and we have not, nor would we make a differentiation between ages in ensuring that everyone is paid that living wage at the higher amount or above. We haven't had any apprentices or agency staff and don't foresee that being likely in the future.

This statement has been agreed by both the employer and a workforce representative from the employees:

Signature (for the employer):	
Print name:	Hannah Barrows

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Position within organisation:	Deputy Chief Officer (Interim)
Date:	18/08/2023
Signature (as workforce representative):	<i>M. MacNeil</i>
Print name:	MARION MACNEIL
Position within organisation:	Development Officer (Funds & Fundraising)
Date:	20/08/2023



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