

Fair Work First Statement and Declaration

Statement:

Fox and Friends Highland 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 have 5 self-employed staff and up to 10 volunteers at different times of year.

Specifically:

- (1) We have appropriate channels for effective voice from the workforce and/or volunteers;
 - We have regular team meetings and have an open door approach with the founder.
 - Regular surveys to carried out to understand staff and volunteers views, including how well they feel effective voice is facilitated in the organisation, and are involved in agreeing and progressing improvement action.
 - We have regular opportunities for feedback including one-to-ones between workers and management, feedback processes and team/organisation meetings.
 - We promote a strong culture of openness and transparency and encourages acceptance of different viewpoints.

Fox and Friends Highland 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.

We actively invest in workforce and/or volunteer development;
Fox and Friends Highland offer opportunities for further training to enhance the skills of our staff and volunteers, including essential qualifications of first aid and food hygiene and additional skills the staff identify through evaluation and self-identification.


We are committed to no inappropriate use of zero hours contracts and work to create a positive commitment to our staff to ensure they have the agreement they require.

We take action to tackle the gender pay gap and create a more diverse and inclusive workplace through support and team creation which builds on the strengths of our staff and volunteers to ensure they be successful in their roles.

We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same. Wherever possible, we use suppliers with a fair work policy and try to source second-hand and local materials where possible.

This statement has been agreed by both the employer and a suitable workforce representative for our employees and/or volunteers:

Signature (for the employer):	Lisa Davidson
Print name:	LISA DAVIDSON
Position within organisation:	Founder of Fox and Friends Highland
Date:	26/8/24

Signature (as workforce representative):	
Print name:	AMY SINCLAIR
Position within organisation:	Support Worker (Self-employed)
Date:	26/8/24