

**Fair Work First Statement and Declaration**

**Statement:**

**Durness Community Group** 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 do not currently employ any staff but have nine volunteers (correct as of November 2023).

**Specifically:**

- (1) We have appropriate channels for effective voice from ~~the workforce and/or~~ volunteers; all volunteers / members of the **Durness Community Group** are invited to our meetings where everyone has the opportunity to speak and be listened to in a safe environment. Suggestions are always welcomed in person at meetings or via email communication (forum / network) with other members of the group thus creating a strong individual voice channel for all group members.

The following points satisfy the self-declaration requirements for compliance with the effective voice criteria. If the answer to question 1a is no, further evidence of compliance will be required. Question 1b is only applicable where the organisation employs more than 21 staff. If the answer is no, further evidence of compliance will be required. Please confirm the following:

**(1a) Durness Community Group** 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.

Yes  No

**(1b) Durness Community Group** will ensure that as part of their induction, employees will be made aware of their right to join a union of their choice and will take a pro-union membership attitude.

Yes  No  NA

- (2) We actively invest in workforce and/or volunteer development; and support members to continue to be part of the **Durness Community Group** should they wish to study / undertake further development whether to benefit the group or otherwise.

- (3)** We are committed to no inappropriate use of zero hours contracts; if a zero hours contract was to be used it must be in agreement with all group members and to be of benefit and at request of the recipient.
- (4)** We take action to tackle the gender pay gap and create a more diverse and inclusive workplace; our group is open for anyone living in the Parish of Durness to join without any prejudice.
- (5)** We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same. We will seek to ensure that any contractors we use pay the Real Living Wage.

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

Signature (for the employer):	NF
Print name:	Neil Fuller
Position within organisation:	Chair
Date:	07/11/2023

Signature (as workforce representative):	AM
Print name:	Alistair Morrison
Position within organisation:	Member
Date:	07/11/2023