

## Tain and Fearn Free Church

### Fair Work First Statement

Tain and Fearn Free Church is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Although at the time of writing we do not employ staff, we set out below the commitments we make to any future staff and our existing volunteers. Specifically:

We have appropriate channels for effective voice from the workforce and volunteers;

- If we employ staff we will ensure effective ways for them to:
  - Be consulted on matters affecting their terms and conditions of employment;
  - Ensure their involvement in decision making at an appropriate level in the organisation;
  - Ensure effective ways for them to raise any issues or grievances with a view to seeking an acceptable resolution to all parties.
- For volunteers we will:
  - Ensure effective communication on both immediate matters and longer-term planning;
  - Carry out consultation where appropriate on plans and projects to ensure the experience of volunteers is valuable and satisfying;
  - Ensure effective ways for them to raise any issues or grievances with the committee with a view to seeking an acceptable resolution to all parties.

We actively invest in workforce and volunteer development;

- Where possible, we will include resources for training and development of staff and volunteers in all future bids and grant applications;
- We recognise the need to maintain a skilled workforce and bank of volunteers to run the organisation effectively and will seek to prioritise this in budgets where possible;
- We recognise that not all training and development involves courses or financial resources; we will seek to utilise work shadowing, coaching and mentoring wherever possible.
- We will provide regular training course for employees and volunteers. For example, in-service training for Ministers (3 days each year) as well as four online training events each year. Safeguarding training for all volunteers as well as specific courses as and when appropriate such as Food Hygiene Training events and First Aid events. We also run a training course for all our Office-Bearers.

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

- The church places a high value on fairness and honesty and were we to employ people we would never deliberately disadvantage any employee by the use of zero hours contracts.
- We understand that zero hours contracts can be of benefit to some individuals. However, we also understand that these can be used inappropriately and trap people in a cycle of poverty;
- We will only use such contracts where there this is beneficial to all parties, and we will always ensure we meet the minimum legal requirements of operating such contracts;

- We expect contractors and suppliers to ensure there is no inappropriate use of zero-hour contracts in any work they undertake for us. This includes being aware of modern slavery issues.

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

- Our volunteer base of over 50 people is diverse and inclusive and involves a wide range of people from right across the community;
- As we do not employ staff we are unable to carry out pay gap reporting and in reality, any future staff team is likely to be so small as to make such reporting statistically meaningless. However, we are acutely aware of gender pay issues and will ensure that all roles are properly evaluated and that there is equal pay for equal work;
- We will align this part of our strategy with our awareness of diversity, equality and inclusion issues at work, ensuring that issues relating to gender and other protected characteristics are considered carefully in planning, monitoring and evaluation.

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

- If we employ staff in the future, we are committed to always offering at least the real Living Wage to all employees.
- Our leadership does not as a matter of course chose the cheapest quote for the supply of services. We consider a firm's reputation for professionalism in workmanship and staff before agreeing contracts.
- Where possible, we will ensure that staff working for contractors are also paid the real Living Wage.

This statement is the commitment of Tain and Fearn Free Church. We are unable to agree this with workforce representatives as we do not currently employ staff. However, should we employ staff, we are committed to revisiting this statement with them to ensure agreement:

Signature (for the employer):	
Print name:	Alasdair MacAulay
Position within organisation:	Minister
Date:	23 – 11 – 2023

Signature (for the employer in the absence of a workforce representative):	
Print name:	
Position within organisation:	
Date:	