

## Inspiring Scotland commitment to Fair Work First

Our vision is that every person in Scotland can enjoy a happy, healthy life free from poverty or disadvantage.

Our mission is to inspire people, communities, organisations, and government to work together to drive social change and transform lives.

This mission starts at our workplace, where Inspiring Scotland is committed to the principles of Fair Work First.

Fair Work is work that offers all individuals an effective voice, opportunity, security, fulfilment and respect. We believe Fair Work can boost creativity, realise untapped potential and increase productivity.

Inspiring Scotland has adopted policies which support a positive working environment where the resources, talent and skills of all employees are maximised. These include:

- Paying the living wage and guaranteeing a decent standard of income for all employees. Inspiring Scotland is a Living Wage Accredited Employer
- Offering security of contract, including hours and other entitlements and benefits such as sick pay and pension. Inspiring Scotland does not have zero hours contracts or other forms of demand driven contracts. We offer a range of employee assistance schemes.
- An award winning Flexible Working Policy and promotion of flexible working opportunities to ensure employees have good work-life balance
- Equal Opportunities and reasonable adjustment policies
- A wide range of staff development, training and wellbeing opportunities. Inspiring Scotland ensures a safe and healthy work environment where staff wellbeing is actively supported and provided.
- A strong commitment to the development of Scotland's young workforce through employment and paid intern opportunities.

### Implementation of the Fair Work First principles

To support us as we continue to develop best practice we are delivering on a Fair Work First action and implementation plan. This identifies work that we are currently doing and where we will continue to review and develop actions including to:

1. Support and develop a range of channels for our employees to have an effective voice.
2. Continue investment in workforce development.
3. Ongoing development and action on policies relating to Equality and Diversity including action to create a more diverse and inclusive workplace.
4. Monitor pay and gender. Inspiring Scotland does not have a gender pay gap.
5. Support people to feel valued and respected and that they have a sense of purpose in work and wider society; and
6. Promote innovation and productivity.

The Fair Work First action and implementation plan sits with the Operations team for delivery. The Directors of Funds oversee this work on behalf of the SLT and the Business Process Manager for the Operations team. The draft actions align to our 2022-27 Strategic Plan under the strategic priority of 'Challenging Ourselves' and within our 2022-23 Operational Plan where we have prioritised organisational development activity under Wellbeing, Knowledge and People. We reviewed and reported on progress against our Fair Work First action and implementation plan in March 2022 and will again in March 2023.