

Skye and Lochalsh Council for Voluntary Organisations Fair Work Statement

Skye and Lochalsh Council for Voluntary Organisations (SLCVO) is committed to the [Scottish Government's Fair Work First policy](#). We are striving to be an organisation which sees employees engaged in what we do, supported through training and development opportunities, and we promote positive approaches to make SLCVO a flexible and dynamic place to work.

Effective Voice

As a small team employees strongly influence the decision making process. They often co-create or review organisational policies with Board Members, influence decision making through team meetings and contribute to the design of their own work routines and programmes. Employees have regular 1:1 meetings with managers where they can raise concerns or provide feedback.

Opportunity

We run a fair and transparent recruitment process with all job opportunities advertised internally. We continue to invest in training for all staff focusing on organisational priorities and individual personal development. with learning and development opportunities sourced and monitored regularly.

Security

We offer meaningful work and clear contractual hours. Where we need to offer fixed term contracts due to funding constraints we are open and transparent about this and take decisions in a timely manner to offer security and certainly to colleagues. We . We do not use or issue zero-hour contracts or offer unpaid internships. SLCVO offer enhanced entitlements and benefits such as enhanced sick pay and enhanced family leave (maternity, shared parental, adoption leave)

Fulfilment

We offer meaningful impactful work that makes a difference in communities. We support team development and belonging through staff meetings, wellbeing activities, and individual learning programmes. We invest in training, learning and skills development for employees in current and future roles as well as offer secondment and sabbatical opportunities

Respect

We have strong policies addressing bullying, harassment, discrimination and victimisation in the workplace. Employees are entitled to be treated with respect and dignity at work and

have a personal responsibility for ensuring that they treat others with the way they would expect to be treated themselves.

We respect that employees often juggle work with family and caring responsibilities and know that having supportive policies is a key way to create an equal workforce. All of our employees have the option of working some of their working week at home, and many work flexible hours such as part-time hours, compressed hours etc.

A diverse and inclusive workplace

We are committed to fostering a workplace that values diversity and inclusion, where everyone has equal opportunities to thrive and succeed. To tackle the gender pay gap and create a more equitable environment, we take proactive steps to address systemic inequalities and promote fairness in compensation practices.

We regularly review and analyse our pay structures to ensure that they are transparent, unbiased, and based on merit.. Additionally, we provide to our Chief Officer to recognise and mitigate unconscious biases in the hiring, promotion, and compensation processes.

Moreover, we actively support initiatives aimed at empowering women in the workplace, such as leadership development opportunities, and flexible work arrangements. By fostering a culture of inclusivity and respect, we strive to create an environment where all individuals, regardless of gender or background, feel valued, supported, and empowered to reach their full potential.

Through these concerted efforts, we are dedicated to closing the gender pay gap and building a more diverse and inclusive workplace where every voice is heard, and every contribution is recognized and rewarded fairly.

Real Living Wage

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

We firmly believe in the principle that all workers deserve fair compensation that reflects the true cost of living. That's why we are fully committed to paying the Real Living Wage to not only our employees but also ensuring that our contractors adhere to the same standards.

Paying the Real Living demonstrates our dedication to supporting the well-being and dignity of all individuals who contribute to our operations, whether directly employed or contracted. By providing a wage that covers the basic necessities of life, we aim to enhance the financial stability and quality of life for our workforce and their families.

We understand that fair compensation is essential for building a sustainable and equitable economy. Therefore, we work closely with our contractors to ensure that they share our commitment to paying the Real Living Wage. Through transparent communication, collaboration, and ongoing evaluation, we hold ourselves and our partners accountable to this standard.

By upholding the Real Living Wage, we not only fulfill our moral obligation to our workers but also contribute to a more just and prosperous society. Together, we strive to create workplaces where everyone can thrive, knowing that they are valued and fairly compensated for their contributions."

Date of Statement: 01/03/2024

Next Review Date: 01/03/2025