

Fair Work First statement

Dornoch Firth Group is committed to ensuring there are fair working practices in place and is committed to providing fair, respectful, and progressive working conditions for all staff and volunteers including contractors and agency workers delivering our projects.

This policy sets out how we meet the Scottish Government's Fair Work First criteria and demonstrates our commitment to becoming, and remaining, a fair work employer through:

Providing appropriate channels for effective voice:

Dornoch Firth Group SCIO supports the development of a working environment where there is space for people to be heard, and where people can be who they are and can have choice and participate. We actively encourage people to ask questions, raise concerns, seek support and network across our organisation.

We carry out Annual Workforce reviews and Volunteer Engagement reviews. We analyse the results of every intervention we do, share them with teams, and create action plans to make changes to improve employee and volunteer experiences.

Investment in workforce development

We support learning and development across the organisation at individual, team and organisational level using a range of learning opportunities. We expect line managers and employees to proactively engage in career performance and development planning conversations regularly.

No inappropriate use of zero hours contracts

We have no zero-hour contracts in use.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

Dornoch Firth Group SCIO is fully committed to an inclusive culture that welcomes all people for who they are. We have no gender pay gap. We have an Equality, Diversity and Inclusion programme of change that recognises we need diverse people to work both in the organisation and out in the community to forward our aims. By embedding equality, diversity, and inclusion in all processes and monitoring workforce balance to identify inequalities, we ensure we achieve this.

Payment of the real Living Wage

We pay all our employees above the Living Wage rate. We have transparent pay scales and regular pay reviews to avoid inequality.

Flexible and family friendly working practices for all workers from day one of employment and we oppose the use of fire and rehire practices:

Dornoch Firth Group SCIO supports its workforce to work flexibly at the time and in the location that best meets the needs of the organisation, the job, the employee and the team. We embrace flexibility where possible with remote working, home-based working, hybrid working and continually review working patterns for new and existing employees.

Our flexible and family friendly working practice policies are available to employees in line with statutory requirements. It is promoted in our job descriptions when recruiting and discussed at interviews. In practice all requests are considered on the merits of the request and business needs, and line managers are advised they should agree to flexible working requests unless there is a business reason not to.

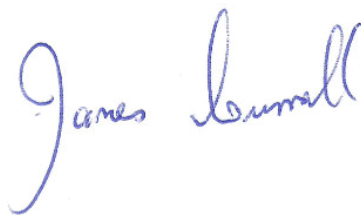
Dornoch Firth Group expects contractors and suppliers to:

- Pay the Real Living Wage to those supporting Dornoch Firth Group activity.
- Provide safe and fair working conditions.
- Demonstrate a positive approach to Fair Work First principles.

Approval

This policy has been agreed by the Dornoch Firth Group Board and a designated staff/volunteer representative.

Signed. James Currall, Chair DFG....date:



15th May 2026

Signed. Charles Minall, Workforce representative....date:



15th May 2026