

Skye and Lochalsh Mental Health Association

Leasachadh Slainte Inntinn An Eilean Sgiathanich' Loch Ailse



FAIR WORK FIRST STATEMENT

The Skye and Lochalsh Mental Health Association is committed to the Scottish Government's Fair Work First Policy.

- 1. We have appropriate channel for effective employee voice.**
We have weekly staff meetings.
We have weekly employee satisfaction surveys on our payroll app.
Staff can use either phone call, text, email or teams to be heard. Staff have direct access to the board of directors.
- 2. We invest in workforce development.**
We offer various opportunities for staff development including online learning through TURAS, Skills development Scotland. We are committed to offering formal training when funding is available.
- 3. We do not use zero hours contracts inappropriately.**
We have no zero-hour contracts in place.
- 4. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace.**
We have an Equality, Diversity and Inclusion Policy in place which is reviewed regularly.
- 5. We commit to paying the Real Living Wage.**
We are an accredited Living Wage employer.
- 6. We offer flexible and family friendly working practices for all workers from day one of employment.**
We offer flexible working, where possible. We offer adoption, parental leave and special leave.
- 7. We oppose the use of fire and rehire practice.**
We are committed to working with our employees to ensure there is effective consultation and negotiation relating to change.