

Fair Work First Statement and Declaration

Statement:

Dornie & District Community Trust (DDCT) is committed to advancing the Scottish Government's [Fair Work First Policy](#) and the criteria as set out within the [Fair Work First guidance](#) document. We confirm that we pay our staff the Real Living Wage and/or will do so if we employ people in the future. We make every effort to ensure that our suppliers/contractors are offered the same Real Living Wage rate when procuring goods or services. We also confirm that we offer our staff and/or volunteers an Effective Workers Voice channel within the workplace.

We employ 0 staff currently and/or have 20 volunteers.

Specifically:

- (1) We have appropriate channels for effective voice from the workforce and/or volunteers;
- We offer the opportunity for 1:1 open and two way dialogue between line managers and their direct reports for all our employees (if applicable) and that this dialogue exists separately to standard performance review processes.
 - We survey volunteers to ensure they are happy.

The following points satisfy the self-declaration requirements for compliance with the effective voice criteria. If the answer to question 1a is no, further evidence of compliance will be required. Question 1b is only applicable where the organisation employs more than 21 staff. If the answer is no, further evidence of compliance will be required. Please confirm the following:

(1a) DDCT will provide effective one to one line management for any employee or volunteer ensuring regular open and two-way dialogue; that this exists separately to performance management processes; and that worker/manager working relationships are effective.

Yes No

(1b) DDCT will ensure that as part of their induction, employees will be made aware of their right to join a union of their choice and will take a pro-union membership attitude.

Yes No NA

- (2) We actively invest in workforce and/or volunteer development;
- by offering opportunities for training and helping in other areas of the organisation.
- (3) We are committed to no inappropriate use of zero hours contracts;
- by not offering zero hour contracts.

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

- by having the same basis of wages for all staff at equal levels.

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

- This will be done by checking website for Real living wage status of suppliers and if not shown, asking for their status.

This statement has been agreed by both the employer and a suitable workforce representative for our employees and/or volunteers:

Signature (for the employer):	K. MacRae
Print name:	Karen MacRae
Position within organisation:	Director
Date:	29/05/25

Signature (as workforce representative):	Neil Campbell
Print name:	Neil Campbell
Position within organisation:	Volunteer
Date:	29/05/25