

## Fair Work First Statement

Abriachan Forest Trust is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Specifically:

### **We have appropriate channels for effective voice from the workforce and volunteers**

We consult, and ensure effective communication and feedback with employees, via six monthly meetings as a staff group and termly individual reviews.

AFT 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. To ensure there are opportunities for open discussion and feedback, Trustees regularly visit the work site and show interest in the delivery of outdoor learning, forest operations, maintenance, and volunteers. The Trustees respond to feedback, discuss it at monthly meetings or sooner, if necessary, share it with leaders, and, with them and staff team, create action plans to make changes to improve employee and volunteer experiences.

### **We actively invest in workforce and volunteer 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 and offer volunteer skills development opportunities when relevant.

### **We are committed to no inappropriate use of zero hours contracts**

We occasionally have to employ freelance workers on zero hour contracts in use for legitimate and appropriate reasons, e.g. seasonal work and managing peaks in work. We periodically review zero hour contracts in place to assess if their use is still appropriate.

### **We take action to tackle the gender pay gap and create a more diverse and inclusive workplace**

AFT is fully committed to an inclusive culture that welcomes all people for who they are. Following our equality, diversity and inclusion awareness policies we recognise we need diverse people to work and volunteer both in the organisation and in the wider community to meet the organisation's aims.

### **We are fully committed to paying the real Living Wage to our employees, ensuring our contractors do the same.**

The bottom of our pay scale reflects the 2023 real Living Wage rate.

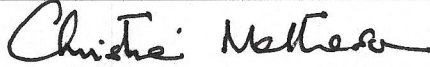
Offer flexible and family friendly working practices for all workers from day one of employment.

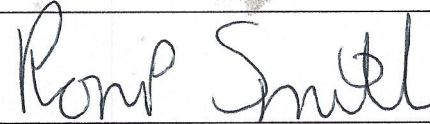
AFT supports its workforce to work flexibly at the time and in the location that best meets the needs of the organisation, the job, the employee, and the team. Whilst most of the AFT work is outdoors and requires staff to work with individuals, when there is administration to be done, we embrace flexibility 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. 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.

We oppose the use of fire and rehire practices.

This statement has been agreed by both the employer and a workforce representative from the employees:

Signature (for the employer):	
Print name:	CHRISTINE MATHESON
Position within organisation:	COMPANY SECRETARY
Date:	26/8/2023.

Signature (as workforce representative):	
Print name:	RONI SMITH
Position within organisation:	Forest School Manager Early Years
Date:	29.08.23