



ISLAND OF HOY DEVELOPMENT TRUST

Fair Work First Statement

Doc No

E_POL22

22/01/2024

Why is Fair Work important?

Fair Work is work that offers effective voice, opportunity, security, fulfilment, and respect. Fair Work generates benefits for everyone.

- Voice and dialogue can help to resolve conflict and address unjust, unfair, or unequal treatment. It can also identify opportunity and reinforce consensus.
- Opportunity that provides fair and equal access to work and to career progression improves life chances of workers and creates opportunities for social mobility.
- Security and stability of employment allows individuals to better plan their day-to-day lives and their future.
- Fulfilling work can create a more rewarding work experience. It also contributes to a sense of purpose and self-worth and can support confidence and self-belief.
- Respect at work enhances workers' health, safety, and wellbeing. Dignified treatment can protect workers from workplace related illness and injury and create an environment free from bullying and harassment.

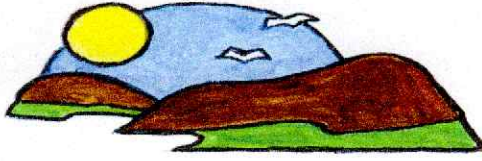
As an organisation committed to providing a Fair Workplace, Island of Hoy Development Trust agrees to:

- Payment of at least the real Living Wage
- No inappropriate use of Zero Hours Contracts
- Professional advice sought to ensure the organisation operates appropriately in terms of Equality and Diversity.
- Oppose the use of fire and rehire practice.
- Appropriate channels for effective workers' voice working in partnership with employees. External human resources services are in place to support this, enabling the organisation to work in partnership to:

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Company Limited by guarantee (SC306586)

Registered Office: Revenge, Naval Hall, Longhope, Orkney, KW16 3PG



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- Provide a safe environment where dialogue and challenge are central to the organisational culture and are dealt with constructively.
- Workers views are sought out, listened to, and acted upon, and can make a difference.
- To make sure the right decisions are made to ensure workers are treated fairly and equitably.

Investment in workforce development

- Training and learning needs identified on appointment and at annual reviews.
- Access to organisation's training budget to support workplace development.
- Access to supervision and mentorship to support development.

Flexible and Family Friendly Working policies are in place to:

- Allow flexible working arrangements, as appropriate for the employee and business operation, this includes:
 - Part-time working
 - Working from home
 - Flexible hours to cover childcare and care of other family members
 - Reasonable adjustments to support employees with a disability

Signed: Naime J. Casser

Signed: F. Davidson

Date: 22nd January 2024

Date: 24th January 2024

On behalf of IoHDT

On behalf of the Workforce

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