

## Fair Work First Statement and Declaration

### Statement:

**Aviemore Community Enterprise** is committed to advancing the Scottish Government [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 no staff and/or have 10 volunteers.

### Specifically:

- (1) We have appropriate channels for effective voice from the workforce and/or volunteers;  
Our model is based on sociocracy with topic specific circles directly involved in decision making by consent and interconnected through a central management circle.

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) Aviemore Community Enterprise 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) Aviemore Community Enterprise 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;  
Volunteers are currently engaged in developing new skills and expertise via organisations such as Voluntary Action Badenoch & Strathspey (VABS) mainly by attending their Volunteer Forums and adhering to our Volunteer Policy.
- (3) We are committed to no inappropriate use of zero hours contracts;

N/A as we have no staff and if in future this would not be a direction we would choose

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

All are welcome and no payment vehicle exists as this is a volunteer led project.

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

We engage local contractors who are generally self employed sole traders, we would ensure that any who do employ staff do so at the Real Living Wage.

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 Cameron
Print name:	Kathleen Cameron
Position within organisation:	Chair
Date:	20/01/2024

Signature (as workforce representative):	Peter Long
Print name:	Peter Long
Position within organisation:	Director
Date:	20/1/24