**Fair Work Policy**

SCHT is committed to promoting an environment of respect, understanding, encouraging diversity and eliminating discrimination by providing equality of opportunity for all. Throughout SCHT there will be a consistent approach in promoting equality and diversity across all areas within SCHT through the entire employment relationship from the recruitment process to termination and references.

SCHT are committed to:

* Ensure integration with equality and diversity practices into all SCHT does, and ensure that employees are treated with fairness and respect from each other and from members of the public, committee members, and contractors.
* Require SCHT to implement fair and just employment practices ensuring that no job applicant or employee will receive less favourable treatment on any grounds.
* Ensure people are recruited and employees promoted solely on the basis of their own merit, experience, ability and potential. This applies throughout the entire duration of employment as all decisions will be based on only relevant merits.
* Provide an environment appropriate to the needs of those from all walks of life, and offer a culture that respects and values each others differences and promotes dignity, equality and diversity.

Fair Work is one of the priority areas in SCHT. We are committed to the principles of Fair Work as outlined by the Scottish Government [Fair Work First Policy](https://www.gov.scot/publications/fair-work-first-guidance-2/pages/1/). We are dedicated to lead by example by providing the same principles into our own organisation.

SCHT are committed to:

* Fair Salaries— ensuring all our employees, receive at least the Real Living Wage.
* Effective Voice— providing appropriate channels for genuine and effective voice for all our workers. We invite our employees to contribute to ideas, be listened to, and able to make a difference.
* Opportunity— offering opportunities for learning, development, and progression for all staff.
* Security— providing secure and flexible employment where possible. We don’t use zero hours contacts. We also support a range of working practices including part time working and flexible working from the first day of employment.
* Respect— fostering a culture of respect, where diversity is valued, and discrimination of any kind is not tolerated.

**Approval**

Board Approval: …………27/02/2025……..