

Fair Work First Statement

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach, the Scottish Government is asking employers to adopt fair working practices.

Argyll and Bute Council is committed to advancing the Fair Work criteria, and to providing a positive employee experience.

The Fair Work First criteria are also referenced in our procurement contracts to encourage third party providers to adopt positive fair work practices.

This statement was developed with the following trade unions:

- Educational Institute of Scotland
- Scottish Secondary Teachers' Association
- UNISON
- Unite
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We have appropriate channels for effective workers' voice

- We engage with recognised trade unions through the Fair Work Scotland to a

- We are actively working towards incrementally paying all employees at least the real Living Wage.

We invest in workforce development

- Our [Employee Code of Conduct](#) and competency framework helps set out how all employees are expected to behave at work creating a better working environment for all.
- We engage with [government-funded programmes](#) to support local employability.
- Our [Wellbeing Strategy](#) and [Employee Assistance Programme](#) promotes the [physical, mental and emotional](#) and [financial wellbeing](#) of our workforce.
- We have trained [Mental Health First Aiders](#) and a dedicated [Wellbeing Team](#) who colleagues can contact in times of vulnerability, or to help signpost to the most appropriate services or policies.
- We provide learning and development opportunities for employees at all levels in the Council and celebrate learning with our annual [learning awards](#)
- We are committed to providing apprenticeships and trainee opportunities through our [Growing Our Own](#) framework
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as [wider development](#)
- We have [digital champions](#) who support our employees to develop digital skills
- We support employees to undertake public or reservist duties.

We don't use zero hours contracts inappropriately

- Workers can join a list to be available for 'supply' work but there is no obligation to offer or accept work
- We regularly review supply work to ensure it is not used for long term appointments
- Where possible, we will use a temporary contract rather than a supply or casual agreement.

We take action to tackle casualisation (as a result of late g (2017) (ac) 100-10

and employer to encourage the fair treatment of all individuals and to tackle inequalities.

- Our [Equality Outcomes](#) were developed in partnership with our trade union colleagues and other key stakeholders. They apply to the Council, the Education Authority and the Licensing Board.
- We report progress on our Equality Outcomes in our [Mainstreaming Report](#) which is produced every two years.
- We carry out an [Equal Pay Audit](#) every 4 years and make this available on our website.
- We have an Equality Forum