

## **Fair Work First**

Stranraer Water Sports Association is committed to advancing the Fair Work First criteria, specifically:

### **1. We have an appropriate channel for effective employee voice**

Employees are offered supportive contact with their line manager and board Trustee of their choice through one to one meeting, scheduled monthly

- Employees can speak to their line manager, SWSA Chairman or board trustee on an informal basis at any time
- Employees are able to access advice and guidance from the organisation's regulatory bodies at any time, ie RYA Scotland
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

### **2. We invest in workforce development**

- We provide learning opportunities for employees and volunteers at all levels through in-house training or external training at registered Water Sports Training Centres
- We are committed to offering a yearly Volunteer Young Instructors programme providing opportunities for young people to work through stages to gain their junior paddle sport instructor qualifications. SWSA Growing our Own Initiative
- We secure regular funding opportunities to ensure formal and informal learning/training is offered and encouraged across the workforce to include Volunteers relating to specific water-based disciplines
- We support employees to undertake public and reservist duties as required.

### **3. We do not use zero-hours contracts inappropriately**

- Freelance contracts are only used when necessary and workers on these contracts are not obliged to accept work when this is offered
- We do not use supply and casual contracts to fill longer-term vacancies
- We have a clear policy allowing workers to move from a supply/casual contract to a temporary contract where a longer-term need for the work has been identified

#### **4. We act to tackle the gender pay gap and create a more diverse and inclusive workplace**

- Our equality outcomes support a number of actions to ensure we continue to understand any perceived barriers to employment with SWSA
- We fully support flexible working across the season, recognising the water sports industry high and low season patterns of delivery.
- We recognise our role as a mentor for young people when supporting them to gain water-based qualifications and avenues into employment
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions, where ever possible with the water sports industry.
- If an employee receives a short time-frame terminal diagnosis, we will work with them to consider how we manage an appropriate outcome

#### **5. We commit to paying the Real Living Wage**

- We are a committed Living Wage employer
- We support the initiative for Dumfries and Galloway to become a Living Wage region

#### **6. We offer flexible and family-friendly working practices for all workers from day one of employment**

These include

- We have a flexible working policy which encourages managers/ trustees to take a 'can do' approach to flexible working requests.
- Compassionate and other special leave

#### **7. We oppose the use of fire and rehire practice**

- We only consider effecting change where there is a legitimate business need
- We strive to achieve change through agreement

The Fair Work First criteria are also referenced in our grant award processes and any job descriptions advertised.