

## Fair Work First Statement and Declaration

Beaully Fishery Board 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 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 volunteers an Effective Workers Voice channel within the workplace.

We employ 2.5 staff and work with numerous volunteers who help us deliver our work.

### **Specifically:**

(1) We have appropriate channels for effective voice from the workforce and/or volunteers;

-We have effective two way dialogue between staff and line management. There is regular opportunity for dialogue that is separate to standard performance reviews. The worker-manager relationship is effective.

-As part of their induction, employees are made aware of their right to join a trade union of their choice. Beaully Fishery Board take a pro-union membership attitude.

-Workers contribute to strategic discussions, and worker input directs the work that the board delivers, for example at board meetings.

-We have a Staff Manual that communicates our policies to staff, and amendments can be suggested at any time by staff themselves.

(2) We actively invest in workforce and/ or volunteer development;

-We provide development training for all staff, and volunteers are trained to the standard required to deliver their roles safely.

(3) We are committed to no inappropriate use of zero hours contracts.


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

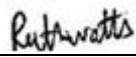
We employ staff based on our [Equality and Diversity policy](#).

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

We request this confirmation on our 'Contractor Exchange of Information' form.

This statement has been agreed by both the employer and a suitable workforce representative of our employees.

Signature (employer):	
Print name:	Hamish Hope
Position within organisation:	Clerk of the Board
Date:	6/11/2025

Signature (workforce representative):	
Print name:	Ruth Watts
Position within organisation:	Senior Biologist
Date:	6/11/2025