



Fair Work First Statement and Declaration

Statement

Growing2gether 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. We make every effort to ensure that our suppliers/contractors are offered the Real Living Wage 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 11 staff members and 3 volunteers.

Specifically

(1) We have appropriate channels for effective voice from the workforce and volunteers. This includes involving them in the development of our organisational strategy and values; monthly staff meetings offering an open forum; opportunities to input into Senior Management meetings and consultation on key issues (e.g. Trustee recruitment). Openness, transparency and dialogue is encouraged.

(1a) Growing2gether provides one-to-one line management for all employees and volunteers, ensuring regular open and two-way dialogue as separate from performance management processes. Worker/manager working relationships are effective, all managers receive training in line management and we have policies to manage conflict.

(1b) Growing2gether ensures that as part of their induction, employees are made aware of their right to join a union and take a pro-union membership attitude.


(2) We actively invest in workforce and/or volunteer development. We empower staff to choose the Continued Professional Development training that best meets their needs. We provide opportunities for young people to be trained as facilitators on our programme and to have a voice on our Trustee Board.

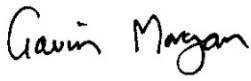
(3) We are committed to avoiding the use of zero hours contracts. All our direct employment and other worker contracts stipulate contractual hours and are regularly reviewed against the latest employment laws. We also regularly review our policies including Equal Opportunities, Complaints, Code of Ethics, conflict of interest policy, whistleblowing, redundancy and disciplinary policies etc. and communicate these to our staff.

(4) We take action to tackle the gender pay gap and create a more diverse and inclusive workplace. We provide equal opportunities regardless of gender, sexual orientation, race and ethnicity or disability. We have robust recruitment and training processes and policies, with equal pay, progression and promotion open to all.

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

This statement has been agreed by both the employer and a workforce representative on behalf of our employees and volunteers:

Signature (for the employer):	
Print name:	Lady Diana Whitmore
Position within organisation:	Co-CEO
Date:	10th July 2024

Signature (as workforce representative):	
Print name:	Gavin Morgan
Position within organisation:	Co-CEO
Date:	17/07/24