

# Badminton Scotland

## FAIR WORK FIRST STATEMENT



Badminton Scotland is committed to advancing the Fair Work First criteria, specifically:

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

- We involve our Employee Group in key governance and decision-making structures including consultation forums.
- We recognise and have Employee Representative across all employee groups for the purpose of collective bargaining and encourage membership.
- We provide facility time to support regular engagement between our Employee Representative and employees when required.
- We make available to our Employee Representative, wherever possible, reasonable facilities necessary for them to carry out their duties efficiently and communicate effectively with employees.
- We engage in constructive dialogue with our employees and their Representatives to address workplace issues and disputes.
- Employees are offered supportive contact with their supervisor
- 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**

- Our People Strategy aims for an engaged and empowered workforce who embrace new ways of working and are committed to making a difference.
- We provide learning opportunities for employees at all levels in the Organisation.
- We are committed to providing opportunities for young people through the various programmes and projects.
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development.
- We provide training for employees to become Mental Health First Aiders who volunteer to offer a confidential listening ear for other employees in times of vulnerability.
- We will survey staff about health, safety and wellbeing matters from time to time to inform policy priorities and development.

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

- Supply and casual 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 and where they are responsive to this proposal.

#### **4. We take action 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 the organisation and address these.
- We support flexible working across the Organisation, offering a wide range of flexible working patterns.
- We offer many employees the opportunity to adopt a Blended Workstyle, a blend of working from home and working in the Head Office of regional **sportscotland** offices where appropriate.
- We are a Carer Positive employer showing our commitment to a working environment where carers are valued and supported.
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions.
- We utilise Workplace Adjustment Passports, making reasonable adjustments for employees with a disability or who have a short- or long-term impairment that could affect their ability to work.
- 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 Living Wage employer.

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

These include:

- Part time and term time working arrangements
- Carers Policy
- Job Share Policy
- Time off for Dependents
- Parental Leave
- Neonatal Leave
- Parental Bereavement Leave (including those who have a miscarriage and partners)
- Career Break
- Compassionate and other special leave
- Time off for voluntary and other public duties

#### **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.
- We are committed to working with Employee Representative to ensure there is effective consultation and negotiation relating to change.
- The Fair Work First criteria will also be referenced to in our procurement contracts and grant award processes, to encourage third party providers to adopt positive fair work practices. Where relevant and proportionate to do so, this may factor into the tender evaluation process and is subject to monitoring through contract management/service level agreements.