

Fair Work First – Scottish Volleyball Statement

Scottish Volleyball as a partner of **sportscotland**, is committed to the Scottish Government's Fair Work First policy, taking to deliver high quality and fair work, and workforce diversity.

We, Scottish Volleyball, are committed to delivering on the following Fair Work First criteria:

Living wage

- 🌀 Scottish Volleyball pays the Real Living wage to all staff.

Effective voice

- 🌀 Scottish Volleyball are committed to fostering an environment where every voice matters. We prioritise open dialogue and invite feedback, where it is relevant to do so.
- 🌀 We directly engage with our staff through weekly staff meetings, quarterly staff and partner meetings, annual appraisals and regular one-to-ones with line managers which provide opportunities for transparent discussions with our senior management.
- 🌀 We have a robust Welfare policy, dedicated Welfare Officer, and Board representative.
- 🌀 External counselling is available for staff if required.

Workforce development

- 🌀 Scottish Volleyball believes that investing in our staff and we committed to workforce development.
- 🌀 **Sportscotland** SGLB opportunities, including but not exclusively, CWPO, finance, IT, governance, conflict resolution, time management, PowerPoint, excel, communications, marketing, and sponsorship.
- 🌀 CPD courses including but not exclusively, **sportscotland** leadership in sport, UK Sport female leadership, UK Sport international relations training, CGS leaders in sport programme, CEV Volleyball management programme, FIVB female empowerment and leadership programme.
- 🌀 Further education, support is given both in time and finance for staff to undertake university degrees within business and sport.

Zero hours contracts

- 🌀 Scottish Volleyball do not inappropriately use zero hours contracts.

Diversity and inclusion

- 🌀 Scottish Volleyball are committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.
- 🌀 We have a dedicated Equality, Diversity, and Inclusion (EDI) lead amongst the staff and an ongoing, robust EDI action plan.

- 🌀 EDI is a standing agenda item for Board meetings.

Flexible and family friendly working

- 🌀 Scottish Volleyball policies include a commitment to flexible working as well as provisions to families and family members in the workplace.
- 🌀 All female employees are entitled to maternity leave, regardless of their length of service.
- 🌀 Our policies include Shared Parental Leave, paid time off for ante-natal care and Keeping in Touch Days.
- 🌀 We have a Flexible Working Policy in place to give employees the opportunity to work from home and reduce or vary working hours.

Fire and re-hire

- 🌀 Scottish Volleyball opposes the use of “fire and re-hire” practices.
- 🌀 We will undertake full and meaningful consultations with our people (include trade union / workplace representatives, if applicable) when making any changes to our employment terms and conditions.

This statement has been approved by **sportscotland** as part of our ongoing partnership/ funding agreement.