

Culduthel Woods Group

Fair Work First Policy

Statement:

The Culduthel Woods Group 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 do not currently employ staff but we confirm that we will pay staff the Real Living Wage 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/or volunteers an Effective Workers Voice channel within the workplace.

We employ NO staff and/or have 30 active volunteers.

Specifically:

- (1) We have appropriate channels for effective voice from the volunteers including
- Suggestion schemes
 - Open channels of communication
 - Annual General Meeting

The following points satisfy the self-declaration requirements for compliance with the effective voice criteria. If the answer to question 1a is no, further evidence of compliance will be required. Question 1b is only applicable where the organisation employs more than 21 staff. If the answer is no, further evidence of compliance will be required. Please confirm the following:

(1a) Culduthel Woods Group will provide effective one to one line management for any employee or volunteer ensuring regular open and two-way dialogue; that this exists separately to performance management processes; and that worker/manager working relationships are effective.

Yes ☒ No ☐

(1b) Culduthel Woods Group will ensure that as part of their induction, employees will be made aware of their right to join a union of their choice and will take a pro-union membership attitude.

Yes ☐ No ☐ NA ☒

- (2) We actively invest in workforce and/or volunteer development by:
- Having policy in place for volunteers that is regularly reviewed <https://www.culduthelwoods.org/policies>
 - Financially supporting training and development
 - Signing the Volunteer Scotland Charter
- (3) We are committed to no inappropriate use of zero hours contracts;
- We have no such contracts in place and no plans to develop any.

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

- We have a comprehensive policy for Diversity and Equality in place on our website <https://www.culduthelwoods.org/policies>

(5) We are fully committed to paying the Real Living Wage to both our employees (if we have any in future) and ensuring our contractors also do the same.

- We include fair work criteria when procuring goods or services.

This statement has been agreed by our Trustees on behalf of our volunteers:

Signature:	
Print name:	Murray Ferguson
Position within organisation:	Chair
Date:	15 June 2026

Signature:	
Print name:	
Position within organisation:	Volunteer
Date:	