

## Fair Work First Statement and Declaration

### **Statement:**

Skyedance 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/or 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/or volunteers an effective workers voice channel within the workplace.

**We currently employ 2 employees as dance officers.**

### **Specifically:**

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

**There is regular open dialogue between board members and dance officers.**

**Meetings are regularly initiated by the Chairperson, as line manager, but additional meetings take place as and when dance officers require. These are typically solution focused meetings with informal agendas which result in action points for both dance officers and the board.**

**An online group chat allows direct communication between dance officers and board members at all times.**

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)** Skyedance 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)** Skyedance 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;  
**We support and encourage employees to reflect on their progress and to identify continuous professional development opportunities which are appropriate to any development needs identified.**
- (3) We are committed to no inappropriate use of zero hours contracts;  
**We do not use zero hours contracts.**
- (4) We take action to tackle the gender pay gap and create a more diverse and inclusive workplace;  
**We have an equal opportunities policy for recruitment and employment with Skyedance. We support flexible and hybrid working, encouraging part time contracts and flexible working hours where possible.**
- (5) We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same.  
**We review salaries periodically to satisfy this commitment.**

This statement has been agreed by both the employer and a suitable workforce representative for our employees and/or volunteers:

Signature (for the employer):	K Martin
Print name:	Katie Martin
Position within organisation:	Chairperson
Date:	23.11.23

Signature (as workforce representative):	R Macleod
Print name:	Rebecca MacLeod
Position within organisation:	Dance Officer
Date:	23.11.23