

# Cowal

GATHERING



## Fair Work First Policy



April 2024

Cowal Highland Gathering is committed to advancing the Fair Work First criteria, specifically:

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

- Employees are free to join a Trade Union of their choice.
- If any employees were Trade Union members, we would provide facility time to support regular engagement between the Trade Unions and their members.
- We would make available to Trade Union representatives, wherever possible, reasonable facilities necessary for them to carry out their duties efficiently and communicate effectively with their members.
- 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**

- We aim for an engaged and empowered workforce who embrace new ways of working and are committed to making a difference.
- Our staff handbook/staff policies set out how all employees are expected to behave at work, creating a better working environment for all.
- We provide learning opportunities for employees at all levels at Cowal Highland Gathering.
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development.

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

- We do not use zero-hour contracts.

## **4. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace**

- Our Equal Opportunity Policy supports a number of actions to ensure we continue to understand any perceived barriers to employment with Cowal Highland Gathering and address these.
- We support flexible working, offering a wide range of flexible working patterns where possible.

- 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.
- We support the initiative for Argyll and Bute to become a Living Wage region.

## **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.
- Time off for Dependents
- Parental Leave
- Neonatal Leave
- Parental Bereavement Leave (including those who have a miscarriage and partners)
- Compassionate and other special leave

## **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.

Signed:



Fraser McCowan – Acting Chairman/Treasurer



Laura Toremar – Event Manager