



Fair Work First Statement

The Fair Work First Statement of the Mill of Benholm Enterprise outlines our commitment to fair and ethical employment practices, aligning with the Scottish Government's Fair Work First principles.

As an organisation we commit to:

Provide appropriate channels for effective voice

We have a liaison trustee to connect with volunteers on a regular basis and provides the opportunity for volunteers to voice any concerns and to have their views heard. This will be applicable for employees also, if and when the Mill of Benholm Enterprise will have employed staff. Currently the Mill of Benholm Enterprise does not employ paid staff. To simplify the reading of this document staff is used for volunteers and paid employees.

Staff are treated with respect and encouraged to ask questions, raise concerns, seek support and participate in decision making. Staff play an active role at our AGMs.

Invest in workforce development

Staff are encouraged to participate in formal and informal learning and development, relating to particular roles and wider development. They are regularly given the chance to review their development and training needs.

No inappropriate use of zero hours contracts

We do not operate any zero hour contracts and will not do so in the future.

Take action to tackle the gender pay gap and create a more diverse and inclusive workplace

We are fully committed to an inclusive culture that welcomes all people for who they are. We implement an Equal Opportunities Policy.

Pay the real Living Wage

We commit to pay all paid employees at least the real Living Wage when we will employ paid staff.

Offer flexible and family friendly working practices for all workers from day one of employment

We support staff to work flexibly at the time and in the location that best meets the needs of the organisation, the job, the employee, and the team.

We oppose the use of fire and rehire practices