Fair Work First Statement

NICE (Nairn Improvement Community Enterprise) is committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Specifically:

We are committed to social inclusion in all our public engagement, and to fair and inclusive working practices in recruitment, support and training of volunteers and paid staff in line with Scottish Government's 'F air Work First' principles. As we build the capacity of our organisation (at present volunteer run) we are in process of establishing appropriate channels for effective voice from our volunteers and any paid workforce we may employ in future.

As we expand our activities, we will prioritise active investment in workforce and volunteer development. This will include :

- regular team meetings to support the team of staff/volunteers and develop operationally.
- regular support and supervision meetings with staff/volunteers in order that staff can be fully developed, trained and have an opportunity to express their views and thoughts.
- regular surveys with staff/volunteers and we will set up a Continuous Improvement Group (CIG) to address identified improvements.
- We have already had an initial training session for NICE volunteers on Local Place Planning from independent charity Planning Aid Scotland (PAS) and are exploring whether PAS can provide an independent mentoring support role for Local Place Planning paid staff, as part of their professional support for this project.
- We will commit to any action within our power to tackle the gender pay gap and create a diverse and inclusive workplace.
- We are fully committed to paying at least the Real Living Wage to any employees we may recruit and will endeavour to ensure that any contractors we appoint, or partners we enter into joint ventures with, also do the same.
- We are also committed to no inappropriate use of zero hours contracts.

This statement has been agreed by both by NICE Board as an employer and a workforce representative from our volunteers :

Signature (for the employer):	
Print name:	Dr Alastair Noble
Position within organisation:	Chair of NICE
Date:	24/08/23

Signature (as workforce representative):	
Print name:	Alan Calder
Position within organisation:	Local Place Plan community volunteer
Date:	23/08/23