

Scottish Gymnastics Fair Work First

Scottish Gymnastics, having received a grant from **sportscotland**, is committed to the Scottish Government's Fair Work First policy, taking to deliver high quality and fair work, and workforce diversity.

We, Scottish Gymnastics, are committed to delivering on the following Fair Work First criteria:

Living wage

- Scottish Gymnastics pays the Real Living wage to all staff

Effective voice

- Scottish Gymnastics is committed to fostering an environment where every voice matters. We prioritise open dialogue and invite feedback, where it is relevant to do so.

We directly engage with our staff through surveys and provide opportunities for transparent discussions with our senior management.

We have a staff forum in place along with a suggestion scheme

Workforce development

- Scottish Gymnastics believes in investing in our staff, and we are committed to workforce development.

We support CPD plans for all our staff

Zero hours contracts

- Scottish Gymnastics does not inappropriately use zero hours contracts.

Diversity and inclusion

- Scottish Gymnastics is committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.

We are delivering our moving to inclusion framework action plan

Flexible and family friendly working

- We have a suite of flexible and family working policies in place

Fire and re-hire

- Scottish Gymnastics opposes the use of "fire and re-hire" practices.
- We will undertake full and meaningful consultations with our people when making any changes to our employment terms and conditions.

This statement has been approved by **sportscotland** as part of our ongoing funding agreement.