Fair Work Policy

Taigh Chearsabhagh Trust is committed to the Scottish Government's Fair Work First policy. As a Real Living Wage employer the Trust cares about the rewards and conditions of employment and the wellbeing of staff and is committed to improving the work-life balance of its staff. The Trust works with staff to put Fair Work practices at the heart of Taigh Chearsabhagh Museum + Arts Centre, and ensures continual improvement of conditions using a Fair Work Action Plan.

Taigh Chearsabhagh Trust is committed to advancing the Fair Work First Policy pillars both internally and in our collaborations with partners and creative practitioners, ensuring our staff and those we work with feel valued, trusted and empowered.

- **Effective Voice** – The Trust provides channels for effective employee engagement and holds regular all-staff meetings for staff and regular freelancers. Staff are encouraged to engage with the senior management team who have an 'open door policy' for discussions or concerns.

- **Fulfilment** – The Trust facilitates an annual review structure inviting open discussion around aspirations for progression, CPD and training.

- **Opportunity** – The Trust undertakes an equitable and accessible recruitment practice and works with new and current staff to remove barriers to personal and collective development. The Trust is committed to furthering inclusivity and diversity, gender representation, equitable pay and conditions. The Trust recognises the challenges of busy working and personal life through the provision of flexible and family friendly working practices that include appropriate and proportionate remote working where possible.

- **Security** – The Trust is committed to paying the Real Living Wage to all staff, freelancers, and contractors at a minimum. The Trust does not use, or issue zero-hour contracts. Taigh Chearsabhagh Trust recognises the Scottish Artists' Union and is committed to recommended rates of pay for artists delivering work for the Trust.

- **Respect** – All Taigh Chearsabhagh Trust staff are entitled to be treated with respect and dignity at work and have a personal responsibility for ensuring that they treat others the way in which they would expect to be treated. We have zero tolerance of bullying or harassment, with clear channels for reporting grievances in a safe and supported way.