



## Fair Work Statement

At Rousay, Egilsay and Wyre Development Trust, we believe that **fair work** is the foundation for building **strong, resilient, and thriving communities**.

As a Community Development Trust, we are committed to ensuring our work, both within our team and with the communities we serve, promotes **dignity, respect, and fairness** for all. We are dedicated to creating an environment where everyone, whether staff or community members, can thrive, feel valued, and contribute meaningfully to the work we do.

Our **Fair Work Statement** outlines the principles that guide our approach to fostering fair work practices across all aspects of our organisation and is centred around the **five dimensions** of the Fair Work Framework for Scotland ([The Fair Work Framework - The Fair Work Convention](#)):

- **Effective voice**
- **Opportunity**
- **Security**
- **Fulfilment**
- **Respect**



**1. Effective Voice** - we are committed to ensuring our people have a say in the decisions that affect them. From the Board through to the staff team, we encourage a range of participative approaches. Through **fair and transparent governance** arrangements, we ensure openness and accountability. Our **governance structures** are designed to ensure decisions are made with the input of

staff and stakeholders. We remain accountable through the regular reporting of our activities to the community. We hold ourselves accountable to the highest standards of fairness, transparency, and social responsibility. **Regular feedback from staff and community members** is an integral part of our approach. We use this input to continuously improve our practices and ensure that our work remains aligned with the needs of the community we serve.



**2. Opportunity** – we understand the importance of flexibility and achieving the right balance between personal and professional commitments. We provide a range of **flexible work options**, eg part time working over flexible hours and remote working, to support our team's needs.

We are committed to **equality** and to supporting a **diverse workforce**, such as making reasonable adjustments to enhance working arrangements for **disabled staff members**. We are equally committed to the **professional and personal growth** of our staff; through regular appraisals and personal development planning, we are able to meet the training and development needs of our people. Through this, we are committed to creating an **empowered team** that is capable of driving meaningful change in our community.

As our work is driven by the community we serve, we **ensure opportunities for local people** to have a say in the decisions that affect them; we actively provide opportunities for community members to engage with us at every level of our work. From planning to project delivery, the voices of the people we serve are heard and respected.



**3.Security** - we ensure our employees are paid fairly for their contributions, with wages that reflect the value of their work and the local cost of living. We pay our staff at least the **Living Wage** and aim to ensure **fair and transparent pay structures**. We engender **contractual stability** through the provision of substantive contracts, with **no inappropriate use of zero hours** contracts.

**4.Fulfilment** - the **health and well-being** of staff is central to our purpose. We provide **flexible working** arrangements and encourage a healthy **work-life balance**. Through our daily working practices, we aim to ensure those who contribute to our work feel **supported and valued**. At the time of writing, we are refreshing our approach to **organisational development** as part of our commitment to ensuring the best possible working arrangements for our staff, aligned with the delivery of the organisation's strategic purpose.

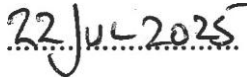


**5.Respect** – we feel that **Respect** cross-cuts as a theme throughout all aspects of this Statement. We strive to foster a culture of respect through our day to day working practices, engendering the right **attitudes and behaviours**. We respect the need for personal and family life balance, as reflected in our **flexible working** approaches, and we ensure that our underpinning practices to support the **health, safety and wellbeing** of our people are consistently understood and applied.

In conclusion, we will continuously review and seek to improve the practices which we have described within this Statement, through a range of mechanisms which will include organisational development approaches, staff and community engagement and feedback, as well as through the refinement of our underpinning HR policies and procedures.

Signed •  .....

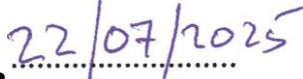
(Peter Roebuck, Chairman)

Date:  .

 .....

Signed'

(Lloyd Gudgeon, Community Development Officer)

Date •  .

Rousay, Egilsay & Wyre Development Trust

The Cabin, Pier

Rousay

KW17 2PU

Tel: 01856 821229 • [www.rewdt.org](http://www.rewdt.org)

*Three vibrant, self-sustainable islands*