

Speyside Fields for Wildlife

Fair Work First Statement

Speyside Fields for Wildlife are committed to advancing the Fair Work First criteria as set out within the Scottish Government guidance document. Although at the time of writing we do not employ staff, we set out below the commitments we make to any future staff and also our existing volunteers. Specifically:

We have appropriate channels for effective voice from the workforce and volunteers;

- We as a group are unlikely to directly employ staff. However, if we were to, we will ensure effective ways for them to:
 - Be consulted on matters affecting their terms and conditions of employment;
 - Ensure their involvement in decision making at an appropriate level in the organisation;
 - Ensure effective ways for them to raise any issues or grievances with the committee with a view to seeking an acceptable resolution to all parties.
- For volunteers we will:
 - Ensure effective communication on both immediate matters and longer term planning;
 - Carry out consultation where appropriate on plans and projects to ensure the experience of volunteers is taken into account
 - Ensure effective ways for them to raise any issues or grievances with the committee with a view to seeking an acceptable resolution to all parties.

We actively invest in workforce and volunteer development;

- Where possible, we will always include resources for training and development of volunteers in future bids and grant applications;
- We recognise the importance of volunteers to run the organisation effectively and will recognise this in budgets where possible;

We are committed to no inappropriate use of zero-hours contracts;

- We will only use such contracts where there this is beneficial to all parties, and we will always ensure we meet the minimum legal requirements of operating such contracts;
- We will negotiate with contractors and suppliers to ensure there is no inappropriate use of zero-hour contracts in any work they undertake for us.

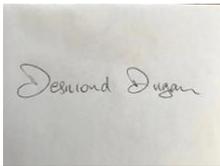
We take action to tackle the gender pay gap and create a more diverse and inclusive workplace;

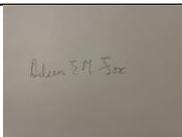
- We do not currently employ any staff. Were that to change in future, we would ensure that all roles are properly evaluated and that there is equal pay for equal work;

We are fully committed to paying the real Living Wage and ensuring our contractors do the same.

- If we employ staff in the future, we are committed to always offering at least the Real Living Wage to all employees.
- Where possible, we will ensure that staff working for contractors are also paid the Real Living Wage.

Should we employ staff, we are committed to revisiting this statement with them to ensure agreement:

Signature for the organisation:	
Print name:	Desmond Dugan
Position within organisation:	Chairperson
Date:	23/01/2026

Signature (on behalf of employees or volunteers):	
Print name:	Aileen E M Fox
Position within organisation:	Vice-Chair
Date:	28/01/2026