



Fair Work First

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland by applying fair work criteria to grants, other funding and public contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach the Scottish Government is supporting employers who adopt fair working practices. The Fair Work First policy seeks to address particular challenges in Scotland's labour market, to make a real difference to people and their communities, business and other organisations and the economy.

GRA is committed to ensuring fair work practices, and we demonstrate our commitment by adhering to the following actions:

- **payment of at least the real Living Wage** - GRA is working towards real living wage accreditation
- **provide appropriate channels for effective workers' voice, such as trade union recognition** - effective voice requires a safe environment where dialogue and challenge are dealt with constructively and where employee views are sought out, listened to and can make a difference. We particularly encourage staff to use all the available mechanisms for effective voice, including regular staff meetings, staff surveys and meetings with line managers.
- **investment in workforce development** - All managers have a budget for staff training and development.
- **no inappropriate use of zero hours contracts**
- **action to tackle the gender pay gap and create a more diverse and inclusive workplace** – GRA's pay policy ensures a transparent, fair and consistent framework for all employees regardless of gender, race, sexuality, age or any other protected characteristic.
- **offer flexible and family friendly working practices for all workers from day one of employment** - GRA will try to assist staff to balance their work, home life and any caring commitments and will consider flexible working requests from staff to vary or reduce their working hours or work pattern. Such requests will be considered, taking into account the impact upon the organisation, work colleagues and any other relevant factor. Please speak to your Line Manager in the first instance.
- **oppose the use of fire and rehire practice**