BEFS | BUILT ENVIRONMENT FORUM SCOTLAND

FAIR WORK FIRST STATEMENT

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach, the Scottish Government is asking employers to adopt fair working practices.

The Built Environment Forum Scotland (BEFS) aim to follow the principles of Fair Work and believe that fair work is work that offers effective voice, opportunity, security, fulfilment and respect; that balances the rights and responsibilities of employers and workers and that can generate benefits for individuals, organisations and society.

We live these principles as we go about our work, with each other and with people outside BEFS.

Appropriate channels for effective workers' voice

- We regularly engage with our staff to fully understand their views and discern their needs in the workplace.
- We engage in constructive dialogue and address workplace issues and disputes.
- We support membership of trade unions.

Salary and working hours

- We are committed to paying our employees the Scottish Government Living Wage and have consolidated the living wage into our salary scales.
- We don't use zero hours contracts and employ temporary contracts where applicable.
- We support a range of working practices including part time working and sabbaticals.
- We support flexible working from the first day of employment.
- Maternity, paternity, shared parental and adoption leave and pay procedures are available.

Investment in workforce development

- We believe in the principle of equality and opportunity: everyone should have the chance to succeed. We encourage the fair treatment of all individuals and to tackle inequalities.
- Our comprehensive workplace policies set out how all employees are expected to behave at work creating a better working environment for all.
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development.
- We support employees to undertake charitable activities, offering optional voluntary service leave.
- We are a Disability Confident employer, encouraging the employment and retention of disabled people and those with health conditions through reasonable adjustments.
- We have a guaranteed interview scheme for candidates that consider themselves to have a disability.