



Fair Work First Statement

Blythswood is committed to advancing the Scottish Government Fair Work First policy and ensuring that all staff and volunteers are treated with dignity, respect and fairness.

Our approach reflects our commitment to caring for and valuing people, acting with compassion, fairness and integrity in all we do, and is rooted in our mission to show God's love and offer compassion, relief and hope that can change lives for good and forever.

We recognise that talented people are at the heart of every successful organisation. By creating an inclusive, people-centred culture where staff are supported to develop and use their skills, we enable them to play an active role in shaping our organisation and its future.

This statement aligns with the Fair Work First criteria of **Effective Voice, Opportunity, Security, Fulfilment and Respect.**

Effective Voice

We ensure staff have a meaningful voice through regular one-to-ones, team meetings and organisational communication. We are strengthening this through regular staff surveys and a staff representative structure across Scotland and Northern Ireland, enabling staff to contribute to decision-making and continuous improvement.

Opportunity

We invest in staff through structured induction, role-specific training and ongoing development. Appraisals support growth and progression, and we are strengthening personal development planning. We are committed to equality of opportunity and will monitor and take action to address pay equality, including any gender pay gap.

Security

We provide secure employment and fair working practices. We do not use zero-hours contracts except where mutually agreed and appropriate, and these are regularly reviewed. We support flexible and family-friendly working from day one where roles allow.

Fulfilment

We aim to create a supportive environment where staff can fulfil their potential. We invest in workforce development and promote wellbeing through a comprehensive offer including GP services, physiotherapy, counselling, life coaching and mental health support, alongside trained Mental Health First Aiders. These services are actively promoted to ensure awareness and access.

Respect

We are committed to a workplace where everyone is treated with dignity and respect. We pay at least the Real Living Wage and are committed to working towards accreditation as a Real Living Wage employer. We are committed to ensuring our pay and reward practices are fair, transparent and consistent, and support Living Wage principles within our procurement practices.

We promote an inclusive environment that prevents discrimination and is underpinned by a strong safeguarding culture. We are committed to preventing and addressing bullying, harassment and abuse through robust policies, equality training and exit interviews to inform continuous improvement.

Ongoing Commitment

We will continue to strengthen our Fair Work practices by engaging with staff, monitoring progress and reviewing our approach to ensure it remains meaningful and aligned with best practice. This statement has been developed in consultation with our workforce and is supported by staff representatives.