



FAIR WORK FIRST STATEMENT

The Scottish Football Association Museum Trust (SFAMT) is committed to the Scottish Government's Fair Work First policy. This is the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland. To fulfil these principles SFAMT will adopt fair work practices:

Real Living Wage

- Staff are paid the Real Living Wage.

Effective Voice and Opportunity

SFAMT will provide the opportunity for the workforce to contribute ideas, be listened to and heard. We will achieve this through:

- Appropriate channels for effective staff voice, including all staff meetings, forums, and open communication and feedback channels.
- Investment in workforce development through training and appraisals.

Job Security

SFAMT will provide job security to the workforce where possible. We will achieve this through:

- Opposing the use of fire and rehire practice.
- No use of zero hours contracts for curatorial and office based roles
- Zero hours contracts to match operational necessity of constantly varying opening hours due to major events. Wherever possible provide routes from zero hours contracts to fixed and permanent roles.

In line with Museums Galleries Scotland's Fair Work First recruitment standards, SFAMT will create a more diverse and inclusive workplace through recruitment best practice.

Promotion

SFAMT will promote from within the workplace when and where the appropriate candidate are available. Opportunities for career growth will be encouraged.

Workplace and Value

SFAMT understands that our workforce achieve their best through respectful relationships at all levels. We will achieve this through:

- Recognising the importance of health, dignity, wellbeing, staff efforts, contribution, and work life balance.
- Ensuring a friendly environment that is solutions orientated.
- Providing a management open door policy where practicable
- Creating a more diverse and inclusive workplace including flexible working arrangements where appropriate and achievable.
- Hybrid working where achievable.
- Ensuring a welcoming and inclusive workplace, which engenders healthy and happy work relationships.