

## **Fair Work Statement**

The Scottish Railway Preservation Society is committed to the Scottish Governments Fair Work First policy. We are striving and actively working towards being an organisation which supports the development of a positive and inclusive working environment and organisational culture where all the staff and volunteers have the right to fair treatment, respect and continuous professional development.

These include:

### *Effective Voice*

We believe in empowering employees' and volunteers voices through many avenues of engagement including department meetings, 1-2-1's, committee meetings and the ability to contact the SRPS Board, and the Chair actively requests feedback in person. We are working to develop staff/volunteer surveys and trade union recognition.

### *Workforce Development*

Staff and volunteers are encouraged to identify training needs and opportunities for continuing professional development and discuss these with their line manager/head of department at any time.

### *Employment Practices*

The SRPS are committed to equal opportunities inclusive of fair recruitment and selection practices, commitment to training and development of staff and internal promotion. We believe that it is in the best interests of all who are employed by and volunteer with the organisation to ensure that all human resources, talents and skills available are fully utilised.

SRPS are committed to no inappropriate use of zero hours contracts and oppose the use of fire and rehire practices. It is dedicated to supporting the Real Living Wage by providing fair pay for all.

The SRPS will aim to fulfil the objectives above by working with potential suppliers and contracts to encourage compliance.

It is worthwhile noting that SRPS has a new 5 year strategy which has 5 priorities including our people.