



Fair Work First Statement

Fair work first means ensuring opportunity, security, respect, fulfilment and an effective voice for all in the workplace. Dundee Historic Environment Trust supports these dimensions of Fair Work and endeavours to promote them for our own employees and with partner organisations.

Effective voice

At Dundee Historic Environment Trust, we value workers' views and provide a safe environment for constructive discussion. This is achieved through regular staff meetings and wider organisational meetings. We recently obtained external HR support to allow us access to appropriate impartial advice should any difficulties arise. Workers are also encouraged to join a union should they wish.

Opportunity

Dundee Historic Environment Trust has robust and fair recruitment and selection procedures when we need new staff. Our workers are encouraged to take up training opportunities through our membership of SCVO and our access to Dundee City Council and other organisational training schemes.

Security

Dundee Historic Environment Trust does not use zero hours contracts, and we pay at least the Living Wage. Flexible working requests to align with family life and caring commitments are welcome from the first day of employment.

Fulfilment

Workers at Dundee Historic Environment Trust have autonomy over task order, work methods and pace of work. This allows them to use their skills to organise their own work day and to have a more fulfilling work experience.

Respect

Respect as a dimension of fair work includes include dignified treatment, social support and the development of trusting relationships. It means being open, mutually accountable, transparent and responsive to the concerns of others. Dundee Historic Environment Trust strives to ensure that respect is present in all our interactions with each other. It also has robust policies in place to ensure that bullying and harassment can be dealt with effectively if they should ever occur.

More information about Fair Work at:

<https://fairworkconvention.scot/the-fair-work-framework/>