



Fair Work First Policy Statement

Revision History	Date Live	Change



Fair Work First Statement

Ullapool Sea Savers is committed to applying the Scottish Government's Fair Work First principles in a way that is proportionate to our size as a community-led environmental charity. We are dedicated to creating a fair, inclusive, and supportive environment where staff and volunteers are respected, valued, and able to contribute meaningfully to our work.

We provide appropriate channels for effective voice through open communication, regular team engagement, and opportunities for staff and volunteers to contribute to decisions and raise concerns.

We are committed to investing in workforce development, providing training, learning opportunities, and support that enable individuals to build skills and participate fully in delivering the aims and objectives of the Ullapool Sea Savers.

We promote fair and secure employment practices, including avoiding the use of inappropriate zero-hours contracts, supporting flexible and family-friendly working, and fostering a workplace culture that promotes equality, diversity, inclusion, and wellbeing.

Ullapool Sea Savers opposes the use of fire and rehire practices and is committed to transparency and consultation in any organisational change.

Ullapool Sea Savers are committed to paying staff at least the Real Living Wage, recognising that fair pay is an important part of tackling poverty and enabling sustainable employment.

By embedding these principles, Ullapool Sea Savers aims to strengthen our organisation, support our people, and maximise our contribution to local climate action, environmental resilience, and community wellbeing.



Fair Work First Policy Statement

At Ullapool Sea Savers, we are committed to adopting the principles of Fair Work First and embedding fair, respectful, and inclusive working practices across our organisation. As a child-led marine conservation charity, we recognise that our staff, volunteers, and partners are central to achieving our mission of protecting and restoring the marine environment around Ullapool.

We are committed to creating a positive working environment where everyone is treated with dignity and respect, and where opportunities are open to all.

Our Fair Work First Commitments

1. Appropriate Channels for Effective Voice

We encourage open communication and active participation from all employees and volunteers. Team members are supported to share ideas, raise concerns, and contribute to decision-making through regular meetings, informal discussions, and transparent communication channels. We value every voice and seek to foster a culture of trust and collaboration.

2. Investment in Workforce Development

We are committed to supporting learning and development opportunities for our staff and volunteers. This includes membership to Youth Highland providing mentorship for lone workers in the charity sector. By investing in people, we strengthen both our organisation and the wider community.

3. No Use of Inappropriate Zero-Hours Contracts

Where employment contracts are used, Ullapool Sea Savers does not employ inappropriate zero-hours contracts. We aim to provide clarity and security in employment arrangements, ensuring staff understand their working hours and employment terms.

4. Action to Tackle the Gender Pay Gap and Create a More Diverse and Inclusive Workplace

We are committed to equality, diversity, and inclusion in all areas of our work. Recruitment and progression opportunities are based on merit, and we actively promote an inclusive culture free from discrimination. We support fair and equal pay practices and are committed to identifying and addressing barriers to participation.

5. Payment of at Least the Real Living Wage

Ullapool Sea Savers are committed to paying employees at least the Real Living Wage, recognising the importance of fair pay in supporting wellbeing and reducing in-work poverty.



6. Flexible and Family-Friendly Working Practices

We recognise the importance of work-life balance and aim to offer flexible working arrangements wherever possible, including adaptable hours and supportive leave arrangements. This helps create an environment where individuals can thrive both personally and professionally.

7. Opposing the Use of Fire and Rehire Practices

Ullapool Sea Savers opposes the use of fire and rehire practices. We are committed to fair consultation, transparency, and collaborative problem-solving when organisational changes are required.

Ullapool Sea Savers is dedicated to building a fair, equitable, and supportive workplace aligned with the Scottish Government's Fair Work First principles. We believe that fair work practices improve wellbeing, strengthen organisational resilience, and enable us to better serve our community and marine environment.

This statement will be reviewed regularly to ensure our practices continue to reflect best practice and our organisational values.