



Scottish Archery Fair work first statement

SCOTTISH ARCHERY, as a partner of sportscotland, is committed to the Scottish Government's Fair Work First policy, with a focus on high quality and fair work, and workforce diversity.

We, SCOTTISH ARCHERY, are committed to delivering on the following Fair Work First criteria:

Living wage

- SCOTTISH ARCHERY pays more than the Real Living wage to all staff

Effective voice

- **SCOTTISH ARCHERY** are committed to fostering an environment where every voice matters. We prioritise open dialogue and invite feedback, where it is relevant to do so.
- We directly engage with our staff through surveys and provide opportunities for transparent discussions with our senior management.

Workforce development

- **SCOTTISH ARCHERY** believes in investing in our staff and we are committed to workforce development.
- We encourage and support staff to access CPD opportunities to expand their knowledge, skills and support their learning needs.

Zero hours contracts

- **SCOTTISH ARCHERY** do not use zero hour contracts.

Diversity and inclusion

- SCOTTISH ARCHERY are committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.
- We give our staff 121 platforms and anonymous opportunities to have their say.
- All staff are kept up to date and are able to input into key decision-making processes.

Flexible and family friendly working

- We support our staff to organise their own working hours. We understand staff have family commitments and we want to provide a supportive environment where staff can manage their time and workload effectively.

Fire and re-hire

- **SCOTTISH ARCHERY** opposes the use of "fire and re-hire" practices.
- We will undertake full and meaningful consultations with our people making any changes to our employment terms and conditions.

This statement has been approved by **sportscotland** as part of our ongoing partnership/funding agreement.