



Sistema Scotland – Fair Work First Statement (July 2025)

Sistema Scotland will have regard to the Scottish Government's Fair Work Framework and is committed to implementing the Fair Work First criteria in a way that is relevant and proportionate for the organisation, in summary:

- Appropriate channels for effective voice, such as trade union recognition
Sistema Scotland does not recognise a trade union for negotiating purposes; however we have a Staff Consultation Group which is made up of 12 staff members who represent the rest of our staff teams. This group meets three or four times a year, and membership is refreshed every two years.
 - Investment in workforce development
Sistema Scotland is committed to the training and development of all staff and volunteers. This includes a commitment to both individual training sessions for work related personal development and group training and development sessions for all staff on a range of topics every year.
 - No inappropriate use of zero hours contracts
Sistema Scotland does not use zero hours contracts.
 - Action to tackle the gender pay gap and create a more diverse and inclusive workplace
All Sistema Scotland staff are on incremental pay scales (with the exception of the Chief Executive Officer and the two Directors) which are reviewed annually by the Remuneration Committee (a sub-committee of our Board). All staff also have access to information on all incremental scales (i.e. what the points are on the scale and which posts are on which scale).
- Sistema Scotland is committed to being an actively anti-racist organisation. We understand that it is not sufficient to be non-racist, but instead will work actively and purposefully to identify, discuss and challenge racism and the impact it has on our organisation, our systems and our people. We commit to nurturing an environment which is welcoming to all, celebrates diversity and multi-culturalism and engages with all in a spirit of mutual respect.
- Payment of the real Living Wage
Sistema Scotland is an accredited "Living Wage employer" and we pay all staff at least the Scottish Living Wage.
 - Offer flexible and family friendly working practices for all workers from day one of employment
Organisational policies and practice are in place to support flexible and family working, developed collaboratively by the employer and workers, and are regularly reviewed.
 - Oppose the use of fire and rehire practice
Sistema Scotland has not in the past used (and continues to oppose) fire and rehire practice.