

Fair Work First Statement and Declaration

Statement:

The Dornoch Area Community Interest Company (DACIC) is committed to advancing the Scottish Government [Fair Work First Policy](#) and the criteria as set out within the [Fair Work First guidance](#) document. We confirm that we pay our staff the Real Living Wage and/or will do so if we employ people in the future. We make every effort to ensure that our suppliers/contractors are offered the same Real Living Wage rate when procuring goods or services. We also confirm that we offer our staff and/or volunteers an Effective Workers Voice channel within the workplace.

We employ 1 staff member and have 30 volunteers.

Specifically:

- (1) We have appropriate channels for effective voice from the workforce and/or volunteers;

DACIC ensures staff and volunteers have a meaningful voice through regular contact with the Manager, weekly staff meetings, feedback surveys, and informal communication channels such as WhatsApp, Teams and email. We actively encourage suggestions and ideas, involve volunteers in project planning where appropriate, and maintain a culture of recognition and open dialogue. This ensures that all team members can contribute to shaping our work in a supportive and inclusive environment.

The following points satisfy the self-declaration requirements for compliance with the effective voice criteria. If the answer to question 1a is no, further evidence of compliance will be required. Question 1b is only applicable where the organisation employs more than 21 staff. If the answer is no, further evidence of compliance will be required. Please confirm the following:

- (1a) DACIC will provide effective one to one line management for any employee or volunteer ensuring regular open and two-way dialogue; that this exists separately to performance management processes; and that worker/manager working relationships are effective.

Yes ☒ No ☐

- (1b) DACIC will ensure that as part of their induction, employees will be made aware of their right to join a union of their choice and will take a pro-union membership attitude.

Yes ☒ No ☐ NA ☐

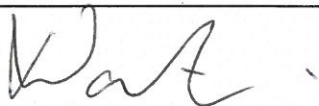
- (2) We actively invest in workforce and/or volunteer development;


DACIC supports the growth of staff and volunteers by offering access to relevant training, encouraging participation in webinars and events, and

providing role-specific guidance where needed. We regularly check in to identify development opportunities and build confidence through supported learning. Whether through formal training or hands-on experience, we ensure everyone is encouraged to grow, contribute meaningfully, and feel valued. We are committed to no inappropriate use of zero hours contracts; DACIC does not use zero hours contracts for core staff. All employees have clearly defined hours and terms in line with fair work principles. We are committed to transparency and fairness in all working arrangements.

- (3) We take action to tackle the gender pay gap and create a more diverse and inclusive workplace;
DACIC is committed to equality, diversity, and inclusion in all aspects of our work. As a small organisation, we have a flat staffing structure and transparent pay practices, ensuring fair and equal pay for equivalent roles regardless of gender. We actively promote inclusive recruitment, welcome applications from underrepresented groups, and ensure that all volunteers and staff are treated with dignity and respect. We also remain mindful of barriers such as caring responsibilities or accessibility needs and offer flexible working wherever possible.
- (4) We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same.
DACIC pays all employees at or above the Real Living Wage and is committed to fair pay across all roles. When procuring goods and services, we aim to work with suppliers and contractors who share our values. Where relevant, we ask contractors to confirm that they pay their staff at least the Real Living Wage, particularly for services involving labour (e.g. cleaning, catering, or consultancy). We prioritise ethical procurement and support local businesses and third sector organisations that demonstrate fair working practices..

This statement has been agreed by both the employer and a suitable workforce representative for our employees and/or volunteers:

Signature (for the employer):	
Print name:	LUKE WATSON
Position within organisation:	CHAIR
Date:	27/05/25

Signature (as workforce representative):	
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Print name:	PAULA M WHITE
Position within organisation:	MANAGER
Date:	26/05/25