**Fair Work First Statement and Declaration**

**Statement:**

Rag Tag and Textile Ltd is committed to advancing the Scottish Governmen[t Fair Work](https://www.gov.scot/publications/fair-work-first-guidance-2/pages/6/)

[First Policy](https://www.gov.scot/publications/fair-work-first-guidance-2/pages/6/) and the criteria as set out within the [Fair Work First guidance](https://www.highland.gov.uk/downloads/file/27358/fair_work_first_summary_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

offer 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 4 staff and have 8 volunteers.

**Specifically:**

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

Volunteers: We have regular Line Management reviews and Suggestion schemes.

Rag Tag and Textile Ltd. provides effective one to one line management for any employee or volunteer ensuring regular open and two-way dialogue. This exists separately to performance management processes; and worker/manager working relationships are effective.

**(2)** We actively invest in workforce and/or volunteer development:

We offer ongoing training free of charge, as appropriate to the post.

**(3)** We are committed to no inappropriate use of zero hours contracts:

Specifically, we do not offer any zero hours contracts.

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**(4)** We take action to tackle the gender pay gap and create a more diverse and

inclusive workplace:

We have no gender pay gaps. We strive to be a diverse and inclusive workplace. We have no restrictive practices in recruitment.

**(5)** We are fully committed to paying the Real Living Wage to both our employees

and ensuring our contractors also do the same:

We pay at least the Real Living Wage to our employees. We strive to use contractors who also pay the Real Living Wage.



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:

Position within

organisation:

Date:

Signature (as workforce

representative):

Print name:

Position within

organisation:

Date:

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