

SDS Fair Work First Statement

Fair Work First is the Scottish Government's flagship policy surrounding high quality and fair work, and workplace diversity in Scotland's labour market through applying "fair work criteria" to funding and procurement being awarded within the public sector.

Scottish Disability Sport, having received financial investment from **sportscotland**, is committed to the Scottish Government's Fair Work First policy to deliver high quality and fair work, and workforce diversity.

Scottish Disability Sport is committed to delivering on the following Fair Work First criteria:

Living Wage

Scottish Disability Sport is an accredited Real Living Wage employer.

Effective Voice

Scottish Disability Sport is 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 Disability Sport believes in investing in our staff and we are committed to workforce development.

This is illustrated in our participation in: SAMH courses and additional support; **sportscotland** Learning & Development; WLS leadership programme; Women's Sport Collective

Zero Hours Contracts

Scottish Disability Sport do not inappropriately use zero contract hours.

Diversity and Inclusion

Scottish Disability Sport are committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.

The Scottish Disability Sport Board gender representation is 40% men and 60% women. 40% of Board directors have lived experience of disability.

Flexible and Family Friendly Working

Scottish Disability Sport creates a flexible and family friendly working environment.

Fire and Re-hire

Scottish Disability Sport opposes the use of “fire and re-hire” practices.

We will undertake full and meaningful consultations with our people when making any changes to our employment terms and conditions.

This statement has been approved jointly by Scottish Disability Sport and **sportscotland** as part of our ongoing partnership/ funding agreement.