

Fair Work First Statement and Declaration

Statement:

Kingussie Tennis Club 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 the real living wage 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 employ no staff and have 36 active volunteers.

Specifically:

- We have appropriate channels for effective voice from the workforce and/or volunteers - trustees are known to the membership and are approachable; regular newsletters; membership WhatsApp group to coordinate activities and air views; regular in and off-season social events; AGM with opportunities to contribute ideas; clubhouse noticeboard; regular facility maintenance work parties for volunteers.
- Open Club sessions twice weekly.
- All contacts and information are posted in the Clubhouse as well as on the website.
- Members emailed directly with information about events and activities.
- All activities are managed by a group of annually elected trustees.
- Trustee meetings are open to all members.
- 'Welfare' is a standing item on each and every Trustee meeting.

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) Kingussie Tennis Club will provide effective one to one line management for any employee or volunteer ensuring regular open and two-way dialogue. The Club will always seek to ensure that worker/Club working relationships are effective.

Yes ☒ No ☐

(1b) Kingussie Tennis Club 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 ☒

We actively invest in volunteer development.

- Kingussie Tennis has appointed a qualified and trained Welfare Officer. This protocol allows for confidential reported of any situation that might arise.
- All available training and development opportunities are advertised to all members. This includes;
 - Child and Vulnerable adult training.
 - Coaching courses.
 - Administrative courses associated with Executive roles within committees.
 - Facility maintenance.
- **We are committed to no inappropriate use of zero hours contracts;**
- All contracted work is carefully assessed and managed.
- Actual use of a contractor is extremely rare and limited to very occasional grant bearing investment in facilities.
- **We take action to tackle the gender pay gap and create a more diverse and inclusive workplace;**
 - Gender pay - not applicable as we are not an employer
 - Workplace not applicable.
 - Representation at trustee level is representative of the membership of the Club at large – currently 3 female and 4 male.
- **We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same.**
 - We are not an employer.
 - Contracted work will always be assessed to comply with RLW before any agreement signed and agreed.

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:	Chris Donald
Position within organisation:	Chair Kingussie Tennis Club Board of Trustees
Date:	25.10.23

Signature (as workforce representative):	N/A
--	-----