

Key Policy Document Title	Fair Work First Policy
Adopted	14 th May 2024
Updated	

Introduction

1. JudoScotland,(JS) having received a grant from sportscotland, is committed to the Scottish Government's Fair Work First policy, taking to deliver high quality and fair work, and workforce diversity.
2. JS are committed to delivering on the following Fair Work First criteria.

Living Wage

3. JS is an accredited Real Living Wage employer and pays the Real Living wage to all staff.

Effective Voice

4. JS are committed to fostering an environment where every voice matters. We prioritise open dialogue and invite feedback, where it is relevant to do so.
5. We directly engage with our staff through surveys and provide opportunities for transparent discussions with our senior management.

Workforce Development

6. JS believes in investing in our staff and we are committed to workforce development.
7. JS includes financial resources specifically to support training and development of staff.
8. JS actively encourages CPD for all staff.

Zero Hours Contracts

9. JS does not inappropriately use zero hours contracts.

Diversity and Inclusion

10. JS are committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.
11. JS have an active Equality Working Group with representatives from board and staff members, who are working on the transition to the Moving to Inclusion Framework.

Flexible and Family Friendly Working

12. JS has a suite of Key Policy Documents to support staff.
13. At JS we take staff welfare seriously and have updated and introduced new policies to support staff in an appropriate work-life balance.



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Fire and Re-Hire

14. JS opposes the use of "fire and re-hire" practices.
15. We will undertake full and meaningful consultations with our people when making any changes to our employment terms and conditions.

Agreement

16. This statement has been approved by **sportscotland** as part of our ongoing partnership/ funding agreement.



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