



## FAIR WORK FIRST STATEMENT AND DECLARATION

SCOTLAND: The Big Picture (“SBP”) is committed to advancing the Scottish Government Fair Work First Policy. As a small charity with 25 employees (18.4 FTE), we strive to create a workplace built on the Fair Work First criteria:

- Payment of at least the real Living Wage
- Appropriate channels for effective workers’ voice
- Investment in workforce development
- No inappropriate use of zero-hours contracts
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace
- Offering flexible working practices
- Opposing the use of fire and rehire practices

### Payment of Real Living Wage

We are an accredited Living Wage Employer with the Living Wage Foundation. We are committed to paying the real Living Wage to all staff. Despite our limited resources as a small charity, we make every reasonable effort to ensure that our suppliers and contractors also pay their staff the real Living Wage as a minimum.

### Effective workers’ voice

We provide an effective workers’ voice through multiple communication channels designed for our remote working environment:

- All employees have regular 1-to-1s with their line managers, and all project leads meet at least monthly with the Head of Projects. These meetings encourage open, two-way dialogue about employees’ work, wellbeing and conditions.
- Employees are encouraged to reach out directly to the CEO or Board of Trustees on matters they feel uncomfortable raising with their line manager.
- We use our virtual team chat group and monthly Management Team meetings to gather employee feedback and suggestions. Our staff surveys and in-person discussions at our Team Gatherings have led to direct improvements, such as the “Big Cuppa” tea break pairing scheme and twice-weekly online co-working spaces.
- We recognise the right of all employees to join a trade union and ensure all staff are aware of this right from the point of induction.

## **Investment in workforce development**

SBP is committed to promoting career growth. Employees are encouraged to identify self-development opportunities through the Performance and Development Review process, or as and when they arise. Line managers are responsible for identifying learning needs and ensuring that training is effectively implemented to enhance both the individual's career and the charity's impact.

## **No inappropriate use of zero hours contracts**

SBP does not engage agency staff or use zero hours contracts. We occasionally engage freelancers or contractors for standalone work packages, but our core workforce is employed on secure contracts.

## **Equality, diversity, inclusion and equal pay**

Recognising that the environmental sector is one of the UK's least diverse, we are committed to ensuring that recruitment, retention and progression of staff are in accordance with relevant legislation to avoid discrimination, enhance inclusivity and promote equal opportunities. Key legislation includes: The Employment Rights Act 1996, the Equality Act 2010, and the Worker Protection Act 2024.

- We conduct an annual internal pay review to identify and address any disparities among equivalent roles.
- We actively encourage wider pools of candidates to apply for our vacancies to diversify our workforce.
- We ensure all staff are aware of, and comply with, our Diversity and Equality Strategy and associated policies.
- We nurture a safe, inclusive and supportive work environment for our staff. This includes clear policies for grievances and whistleblowing, ensuring employees can raise concerns relating to prohibited conduct, safety or unethical behaviour without fear of detrimental treatment.

## **Flexible working practices**


As an entirely remote organisation, flexibility is at our core. We offer flexible working arrangements and reasonable adjustments to ensure staff with disabilities, neurodivergences, caring responsibility and other needs are enabled to thrive.

## **Opposing fire and rehire practices**

We are committed to the Scottish Government's guidance opposing the use of "fire and rehire" practices. We do not dismiss and re-engage staff on inferior terms and conditions. Any changes to terms are handled through meaningful, transparent consultation with our employees.

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

Employer signature	
Employer name	Lisa Chilton
Position within the organisation	CEO
Date	28/01/2026

Employee representative signature	
Employee representative name	Tara Mann
Position within the organisation	Operations, Communications and Engagement Officer
Date	28/01/2026