



Fair Work First at North East Scotland College

At North East Scotland College, we are committed to upholding the principles of Fair Work in every aspect of our operations. We recognise that a fair, respectful, and inclusive workplace is essential to the wellbeing of our employees and the success of our organisation.

Our commitment to Fair Work is demonstrated by:

- Respectful and Inclusive Workplaces - We strive to foster a culture of mutual respect, dignity, and inclusion.
- Secure and Rewarding Employment – We aim to provide secure, stable employment wherever possible and are a Living Wage employer.
- Voice and Representation - We actively encourage open dialogue and value the input of our employees. We support mechanisms for employee voice, including union representation and consultative forums.
- Opportunity for Learning and Development - We invest in the growth and development of our workforce through training, upskilling, and career progression opportunities.
- Work-Life Balance - We offer flexible working arrangements and support our employees in balancing their professional and personal responsibilities.
- Safe and Healthy Work Environment - We are committed to providing a safe and healthy workplace, complying with all relevant health and safety legislation and best practices.

This statement reflects our ongoing commitment to Fair Work and continuous improvement. We will regularly review our practices to ensure they align with the principles of Fair Work and contribute to a positive and productive workplace for all.