



LINK

East Fife Mental Health Befriending Projects

Fair work first statement

This statement has been jointly agreed by LINK Befriending (LINK) employees and the board of trustees.

LINK is committed to ensuring there are fair working practices in place and demonstrates its commitment to the Scottish Government's Fair Work First policy through the following statement.

We couldn't do the work that we do without our dedicated team, who are passionate about making a difference every day for adults and young people experiencing mental health issues. Work is an important part of adult life and is critical to our wellbeing. It shapes how we live and so we are focused on making our workplace fulfilling, meaningful and fair. In essence, we want LINK to be a great place to work, for great people.

In relation to how we pay our people, LINK will:

- **Pay the Living Wage in line with figures from the Living Wage Foundation.**
- **Review pay periodically to ensure that staff receive a fair pay for the work that they do.**
- **Maintain the Job Evaluation Scheme to ensure that all staff receive equal pay for equal work.**

To promote employee voice, LINK will:

- **Hold regular group and individual sessions for all staff to allow two-way communication, the sharing of best practice and highlighting achievements.**

To ensure a skilled workforce, LINK will:

- **Invest in developing our workforce.**
- **Provide an appropriate induction for new staff.**
- **Ensure pathways for individual and professional development through access to learning and development internally and externally.**

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In contracting with our people, LINK Befriending will:

- **Offer meaningful work and clear contractual hours. Where we need to offer fixed term contracts due to funding constraints we are open and transparent about this and take decisions in a timely manner to offer security and certainty to colleagues.**
- **We oppose the use of Fire and Rehire practices.**

To support Equality, Diversity and Inclusion, LINK Befriending will:

- **Report, monitor and take action on the gender pay gap.**
- **Review recruitment and employment statistics to ensure that our workforce represents the communities that we serve.**

To attract, retain and ensure the wellbeing of our people, LINK Befriending will:

- **Offer flexibility from commencement of employment in how and where our people carry out their duties in line with providing the best support to the volunteers, adults and young people we work with and providing multiple methods and approaches for our people to collaborate and feel supported in their work.**
- **Encourage the adoption of team charters to support employee wellbeing by giving teams a say in how they deliver the work that they do.**

Finally, when implementing business or organisational change, LINK Befriending will:

- **Always follow a consultation and negotiation approach.**

