

Fair Work Statement

Jointly agreed by the University and the local Trade Union Representatives (UCU, Unison, Unite), this statement confirms the University’s commitment to ensuring fair working practices are in place in support of ‘Fair Work First’.

The University of Stirling is committed to advancing fair work for all employees and is committed to delivering on the criteria outlined by the Scottish Government as follows:

* Payment of the Real Living Wage.
* Appropriate channels for effective worker’s 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.
* Offer flexible and family friendly working practices for all workers from day one of employment.
* Oppose the use of fire and rehire practice.

**Payment of the Real Living Wage**

We have an agreed pay structure and are committed to paying our directly employed workforce the Real Living Wage as a minimum.

**Appropriate channels for effective worker’s voice**  
We engage appropriate channels for effective voice by:

* Maintaining our commitment to working constructively with trade unions and fostering a culture of partnership through informal and formal channels.
* Recognising trade unions for the purposes of collective bargaining.
* Providing facility time to support Trade Union activities.
* Engaging in constructive dialogue with Trade Union representatives to address workplace issues or disputes.
* Facilitating opportunities for employee voice and feedback.

**Investment in workforce development**

Workforce development and career growth are priorities that are outlined in our strategic plan and people strategy. We champion this by:

* Continuing to invest in staff development, programmes and strategic initiatives supporting individual and organisation performance and growth.
* Recognising and rewarding exceptional performance.
* Promoting and embedding diversity via our welcome, induction and ongoing development offering.
* Encouraging regular performance and development discussions between managers and employees through ‘Achieving Success’.
* Offering formal and informal development opportunities including access to qualification funding opportunities.

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

We provide contracts which accurately reflect the hours and/or guarantee a minimum number of hours.

**Action to tackle the gender pay gap and create a more diverse and inclusive workplace.**

We continue to address gender equality, diversity and inclusion as an institution and are making positive moves in tackling these by:

* Continuing to publish our [Mainstreaming Equality Duty report](https://www.stir.ac.uk/about/professional-services/student-academic-and-corporate-services/policy-and-planning/equality-diversity-and-inclusion/equality-outcomes/) demonstrating our commitment to progressing our equality outcomes.
* Embedding progressive approaches to working arrangements.
* Taking steps to prevent and tackle gender based and sexual violence including the development of the Preventing and Tackling Sexual Violence and Misconduct Strategy.
* Supporting female leadership development opportunities.
* Promoting and supporting the wellbeing of our staff by offering access to a range of resources, support and benefits.

**Offer flexible and family friendly working practices for all workers from day one of employment.**  
Our policies and progressive practices are designed to consider, promote and support flexibility.

**Oppose the use of fire and rehire practice.**

We do not engage in fire and rehire practices.

**Have a question? -** For further information on how we promote fair working practices you can get in touch with the HR&OD team.