

## The Place Youth Club

### Fair Work First Statement and Declaration

#### Statement:

The Place Youth Club is committed to advancing the Scottish Government Fair Work First Policy and the criteria as set out within the Fair Work First guidance document. We confirm that we pay our staff the Real Living Wage and will do so if we employ people in the future.

We employ 12 staff and have 10 volunteers.

#### Specifically:

We have appropriate channels for effective communication between workforce, volunteers and employers.

- The Place Youth Club has policies and procedures in place, held within our employee handbook and guidance. Each employee/volunteer are required to sign and date each, after every revision.
- Team meetings are held monthly, allowing staff/volunteers/committee members to share any information regarding planning, delivery, development and grievances.
- The Place Youth Club are members of the Voluntary Youth Network. The VYN engage in constructive dialogues for collective bargaining on behalf of third sector youth organisations.

We actively invest in workforce and volunteer development.

- As members of Youth Highland, The Place Youth Club have access to CPD through online and in person training.
- We encourage mentoring and continued learning for all employees and volunteers.
- We work with partners to offer work experience opportunities.
- We provide opportunities for the young workforce through volunteering and youth achievement award processes.

We are committed to no inappropriate use of zero hours contracts.

- The Place Youth Club have contracts, outlining hours of work, expectations and entitlements.


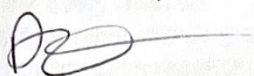
We take action to tackle the gender pay gap and create a more diverse workplace.

- The Place Youth Club apply a non-discriminatory approach to all paid workers.

We recognise the importance of paying the real Living Wage and ensuring that our partners do the same.

- The Place Youth Club are committed to paying the real Living Wage to employees and make this clear in funding applications.

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

Signature (for the employer):	
Print name:	JOHN DOUGLAS
Position within organisation:	TREASURER
Date:	27/11/23
Signature (as workforce representative):	
Print name:	ANNA O'BRIEN
Position within organisation:	COORDINATOR
Date:	27/11/23