



Fair Work First Statement

Scottish Cycling is committed to the Scottish Government's Fair Work First policy, taking to deliver high quality and fair work, and workforce diversity.

Scottish Cycling is committed to delivering on the following Fair Work First criteria:

Living wage

- Scottish Cycling pays the Real Living wage to all staff.

Effective voice

- Scottish Cycling is committed to fostering an environment where every voice matters. We prioritise open dialogue and invite feedback, where it is relevant to do so.
- We directly engage with our staff through a regular staff survey. The results of the survey and plans on how we aim to deal with any issues raised are shared with staff.
- Regular all staff meetings are held at which updates about the organisation and each department are provided along with an opportunity for staff to ask questions.
- Departments hold regular team meetings to allow staff to be updated as well as ask questions.

Workforce development

- Scottish Cycling believes in investing in our staff and is committed to workforce development.
- All staff have regular meetings with their line manager at which objectives/KPIs are set and monitored.
- Each department has a CPD budget to allow staff to develop their skill set.
- Scottish Cycling organises all staff training on topics that cover all areas of the organisation such as EDI and mental health.

Contracts of employment

- Scottish Cycling do not inappropriately use zero hours contracts.
- We will undertake full and meaningful consultations with staff when making any changes to our employment terms and conditions.



Diversity and inclusion

- Scottish Cycling is committed to creating a diverse and inclusive workplace where everyone feels seen, valued and respected.
- All staff undergo EDI training as part of their staff induction.
- Staff recruitment is open to all.

Flexible and family friendly working

- The staff handbook sets out a range of flexible working options as well as family friendly policies. These include flexible working arrangements, a range of parental leave, enhanced maternity pay and enhanced sick leave.

Fire and re-hire

- Scottish Cycling opposes the use of “fire and re-hire” practices.