

RAASAY DEVELOPMENT TRUST

Raasay Community Hall, Inverarish, Isle of Raasay, by Kyle of Lochalsh, IV40 8PA
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Fair work statement

Workforce engagement

RDT has excellent communication and engagement with our employees. We meet monthly but in between we communicate frequently via email, phone and WhatsApp. Staff are supported by all the directors, but they also have a dedicated line manager if they feel they need to discuss something personal or if a grievance should ever arise.

Workforce development

RDT supports and encourages staff development. We consider any training and development needs identified on a case-by-case basis; to date we have always approved any requests.

Flexibility

RDT supports and encourages flexible working patterns. We consider any request for flexible working on a case-by-case basis; to date we have always approved any requests. At present, all our staff work part-time and manage their own schedules.

Living wage

We pay all our staff over the living wage and where we are looking to generate employment, we include a wage higher than the living wage within the cash flow projections.

Gender pay gap

All employees are paid fairly without a gender pay gap arising.

Zero-hours contract

We would not use zero-hour contracts inappropriately. When we use short-term contracts, these are usually on a self-employed basis with terms designed to ensure that payment above the living wage is made.

Fire and rehire

We would not use fire and rehire techniques.

Action plan

An action plan has been completed to detail how we will continue to develop our workforce fairly.