



Fair Work First Statement and Declaration

Statement:

Rokzkooll Academy 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/or will do so if we employ people in the future. We make every effort to ensure that our suppliers/contractors offered the same Real Living Wage rate when procuring goods or services. We also confirm that we offer our staff and/or volunteers an Effective Workers Voice channel within the workplace.

We have self-employed tutors and mentors plus a variety of volunteers who support our work.

Specifically:

(1) We have appropriate channels for effective voice from the workforce and/or volunteers; We have feedback surveys and suggestion schemes so everyone can give their suggestions, ideas and feedback. We also use meetings and informal discussions to reflect on out work at the end of projects and blocks of work.

(2) We actively invest in workforce and/or volunteer development; Everyone has access to our training platform and can undertake any online modules they feel would benefit them and can also suggest additional training they feel would be of benefit from other sources.

(3) We are committed to no inappropriate use of zero hours contracts;

(4) We take action to tackle the gender pay gap and create a more diverse and inclusive workplace; Our commitment to fairness and equality is discussed with all volunteers and we engage with our community to ensure we lower barriers to inclusion wherever possible.

(5) We are fully committed to paying the Real Living Wage to both our employees and ensuring our contractors also do the same.

(6) We are committed to the key principles of the Volunteer Scotland Charter as laid out here -

<https://www.volunteerscotland.net/volunteer-practice/volunteer-charter> - so ensure good relations within a volunteering environment and a positive experience for everyone involved.

Signature (for the employer):

A handwritten signature in black ink that reads 'Kay Ewen'.

Print name: Kay Ewen

Position within organisation: Founder

Date: 20/08/25

Signature (as workforce representative):

A handwritten signature in black ink that reads 'Amy Sinclair'.

Print name: Amy Sinclair

Position within organisation: Development Officer

Date: 20/08/25