

FAIR WORK FIRST POLICY STATEMENT

Mellow Parenting is committed to advancing the Scottish Government's Fair Work First policy. This policy, which balances the rights and responsibilities of employers and workers, provides an opportunity to generate benefits for employees, Mellow Parenting and wider society. Particular emphasis is placed upon the five criteria of Fair Work as set out by the Fair Work Convention and how these are applied by Mellow Parenting. These are:

1. **Security-** *Providing security of employment, work and income.*
 - We are an accredited Living Wage Employer.
 - We oppose the use of fire and rehire practices.
 - We have no staff working under zero hour contracts.
2. **Respect-** *Respecting staff and recognising their standing and personal worth.*
 - We have a robust dignity at work policy.
 - We encourage personal and professional growth.
3. **Effective Voice-** *Providing a safe environment where workers' views are sought out, listened to and can make a difference.*
 - We promote open communication and provide a safe space to share views.
 - We courage new ideas and sharing of constructive feedback throughout the organisation.
4. **Opportunity-** *Promoting access to work and opportunities for staff to progress within employment.*
 - We have regular appraisals providing an opportunity for staff members and line managers to discuss training needs. Staff are encouraged to identify training needs and opportunities for continuing professional development (CPD) and discuss these with their line manager at any time.
 - We are committed to promoting equality of opportunity and diversity as an employer in all areas of our business. We believe everyone is entitled to be treated fairly with dignity and respect.
5. **Fulfilment-** *Developing/maintaining a fulfilling work environment.*
 - We offer flexible and family friendly working practices for all workers from day one of employment.
 - We offer regular staff wellbeing and encourage positive and supportive workplace relationships that promote a sense of belonging.

Mellow Parenting has a staff compliment of eight and has agreed the contents of this statement in consultation with all employees.

This statement has been approved by:

Name: Raquib Ibrahim (Chief Executive Officer)

Signature:

Date: 30 August 2023