

**Fair Work First Statement**

SFCT do comply with the Fair Work First Policy, in line with the Bute House Agreement to pay the ‘Real Living Wage’.

We can demonstrate we pay the Real living Wage.

Although we have less than 21 employees in terms of employee voice we do have 1:1 relationship on a weekly basis with all staff and a weekly staff meeting. One of our Board also provides pastoral care. Staff do engage on strategic decisions, supporting Action Groups, and were encouraged to participate in Community Action Plan and Place Plan. We have a process in place to support any staff issues that, if required, can have Trade Union representation. We are working towards more engagement with staff in line with this policy.

This statement has been agreed by both employer and a workforce representative from the employees:

Signature (for the employer):	
Print name:	
Position within organisation:	
Date:	

Signature (as workforce representative):	
Print name:	
Position within organisation:	
Date:	