



UHI Moray Fair Work Statement

UHI Moray is a positive advocate for fair work and is committed to ensuring that fair work is embedded within our culture and **CORE values of Collaboration, Openness, Respect, and Excellence**. We demonstrate fair working practices by advancing the Scottish Government **Fair Work First** criteria in our day-to-day operations and reporting our progress to the Staff Governance Committee of the Board of Management.

This statement outlines our approach and the actions we take to promote high-quality and fair work for all our people.

1. Effective Voice

UHI Moray ensures access to an effective voice for staff through a variety of channels, fostering a culture of **constructive dialogue** and transparency.

- **Union Recognition:** We recognise trade unions for collective bargaining both locally and nationally and provide facility time for Trade Union activities. We engage in regular dialogue with union representatives to address workplace issues or disputes.
- **Staff Representation:** We support the election of staff representative for both teaching and professional services staff and include them in our consultations with Trade Unions representatives.
- **Board Representation:** Our Board of Management includes a trade union member and appointed staff representatives.
- **Communication Channels:** We maintain a management and meeting structure that supports **multidirectional communication**, including Board and Strategic Leadership Team surgeries, newsletters, and face-to-face updates.
- **Open Engagement:** Management meetings utilise open agendas and notes, and we facilitate specific opportunities for employee feedback, such as college development days and surveys.

2. Opportunity

We support the continuous development of our workforce and provide comprehensive opportunities for growth and career progression.

- **Professional Development:** We invest in our staff through dedicated development days and "blue sky thinking" space.
- **Structured Progression:** Our **Professional Review and Development** process identifies individual needs for growth. We further support this through mentoring opportunities and coaching skills training for line managers.
- **Inclusivity:** We promote and embed diversity starting from our welcome and induction processes through to our ongoing development offerings.
- **Staff Involvement:** We encourage staff involvement in the life of the college through short-life working groups and teaching induction programs for those new to the profession.

3. Security

UHI Moray is an accredited **Living Wage Employer**, demonstrating our commitment to fair pay for our lower-paid staff and ensuring these requirements are met by those we contract with.

- **Contractual Integrity:** We ensure there is **no inappropriate use of zero-hours contracts**. While we operate a supply bank, it is conducted to ensure there is no imbalanced mutuality, providing appropriate notice and access to standard pro-rata terms for staff while working.
- **Workforce Planning:** We report on our commitment to fair work to the Staff Governance Committee to ensure sustainable and fair employment practices. We regularly review our curriculum and this is then used to ensure appropriate allocation of teaching staff.

4. Fulfilment

We strive to be a fulfilling employer by aligning our practices with our CORE values.

- **Supportive Environment:** Our commitment to professional development, mentoring, and coaching ensures that staff are supported to reach their full potential.
- **Collaborative Culture:** By utilising college development days, short-life working groups and "blue sky" spaces, we encourage a collaborative environment where staff can contribute creatively to the college's mission.

5. Respect

Respect is a fundamental CORE value at UHI Moray.

- **Fair Treatment:** We are committed to treating everyone in our college community fairly and equitably.
- **Advancing Equality:** We actively promote and embed diversity within our induction and ongoing development offerings to create an inclusive environment for all.

UHI Moray is dedicated to promoting fair work practices and advancing the Fair Work First criteria. We believe these practices are fundamental to creating a positive and inclusive environment that aligns with our values of Collaboration, Openness, Respect, and Excellence. We remain committed to ongoing reflection and the enhancement of our practices to ensure the best outcomes for our staff and the wider college community.

Fair Work in support of our CORE Values

The Fair Work principles support **UHI Moray's CORE values** by creating a structured framework for engagement, development, and equity within the college culture. These principles are embedded into the college's daily operations in the following ways:

Collaboration

The principle of **Effective Voice** directly supports the value of Collaboration. UHI Moray fosters this through:

- **Trade Union Engagement:** Recognizing unions for collective bargaining, staff representatives for consultation, and engaging in constructive dialogue to resolve workplace issues.
- **Inclusive Decision-Making:** Utilizing short-life working groups to encourage staff involvement and having appointed staff and trade union representatives on the Board of Management.

Openness

Openness is advanced through transparent communication channels and management practices:

- **Transparent Management:** Ensuring management meetings have **open agendas and notes**.
- **Multidirectional Communication:** Providing regular updates via newsletters, face-to-face sessions, and specific "surgeries" with the Board and Strategic Leadership Team to ensure information flows across all levels of the college.

Respect

The value of Respect is upheld through the Fair Work principles of **Fair Pay** and **Opportunity**:

- **Fair Pay:** Maintaining accreditation as a **Living Wage Employer**, which demonstrates a commitment to the dignity and financial security of lower-paid staff.
- **Diversity and Inclusion:** Actively promoting and embedding diversity during the welcome, induction, and ongoing development of all staff members.

Excellence

The value of Excellence is driven by a commitment to **Workforce Development**, ensuring the college maintains high standards of service and teaching:

- **Continuous Improvement:** Investing in dedicated staff development days and "blue sky thinking" spaces to encourage innovation.
- **Structured Growth:** Using a **Professional Review and Development (PRD) process** to identify individual needs, supported by mentoring and coaching skills training for managers to help staff reach their full potential.