



# An Comunn Gàidhealach

ORGANISERS OF The Royal National Mòd®

I confirm that An Comunn Gàidhealach is committed to advancing the Fair Work First criteria, specifically:

## **1. We have an appropriate channel for effective employee voice**

- We have existing best practices in place such as weekly staff meetings, where regular dialogue can take place on a collective basis.
- We aim to have transparent communication by means of a more informal method where staff are actively encouraged to come forward with ideas and feedback out with the collective meetings.
- We conduct annual staff appraisals and whilst feedback is provided to employees on their performance, they are asked to identify areas of improvement, development that they would like to see and to set goals for the future.
- We have measures in place to support employees in the workplace and have zero tolerance of bullying and other forms of abuse and harassment.

## **2. We invest in workforce development**

- We have a strategy in place to provide opportunities for shared goals and monitoring the success of measures, and we actively seek feedback and input from staff around these.
- We provide learning opportunities for employees at all levels in the Organisation
- Formal and informal learning is offered and encouraged across the workforce, relating to specific roles as well as wider development
- We are introducing a Staff Engagement Survey in place to measure how engaged our employees are: how happy, interested, and enthusiastic they are, and which factors make them feel this way (or not). The survey touches on health, safety and wellbeing matters.

## **3. We do not use zero hours contracts inappropriately**

- We continue to implement a strong policy of no zero hours contracts.
- We do not use supply and casual contracts to fill longer term vacancies

#### **4. We take action to tackle the gender pay gap and create a more diverse and inclusive workplace**

- We review pay on a yearly basis and address any gaps in gender pay.
- Our equality outcomes support a number of actions to ensure we continue to understand any perceived barriers to employment with the organisation and address these
- We support flexible working across the Organisation, offering a wide range of flexible working patterns
- We offer employees the opportunity to adopt a Blended Workstyle, a blend of working from home and working in an organisation building
- This approach helps boost performance, productivity and efficiency as well as aid retention of key talent within the organisation.

#### **5. We commit to paying the Real Living Wage**

- We continue our commitment to be a real living wage employer.
- Our organisation demonstrates an excellent understanding of the benefits of paying all workers at or above the real living wage.
- We are looking at becoming Real Living Wage accredited and making this visible when recruiting.
- We are fully aware that the Real Living Wage applies not only to event staff but also extends to suppliers and freelancers involved.
- We continue to work to portray a positive image for the organisation to attract talented staff to the organisation, as required.

#### **6. We offer flexible and family friendly working practices for all workers from day one of employment**


These include

- Health & Wellbeing Policy in place
- Part time and term time working arrangements
- Time off for Dependents
- Parental Leave
- Neonatal Leave
- Parental Bereavement Leave (including those who have a miscarriage and partners)
- Compassionate and other special leave
- Time off for voluntary and other public duties

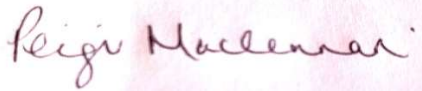
#### **7. We oppose the use of fire and rehire practice**

- As an organisation, we firmly oppose fire and re-hire practices and will continue to implement a strong policy to not allow the use of fire/rehire practices.

- The Fair Work First criteria is set to be referenced in our procurement contracts, to encourage third party providers to adopt positive fair work practices.
- Where relevant and proportionate to do so, this may factor into the tender evaluation process and is subject to monitoring through contract management/service level agreements.

Signature   
Full Name James Graham  
Position in Organisation Chief Executive  
Date 30<sup>th</sup> April 2024

Witnessed by

Signature   
Full Name Peigi MacLennan  
Position in Organisation Company Secretary & Office Manager  
Date 30<sup>th</sup> April 2024

Unit 7A, 7 James Street, Stornoway, Isle of Lewis, HS1 2QN | Tel: 01851 703487  
5 Mitchell's Lane, Inverness, IV2 3HQ | Tel: 01463 709705

Registered office: An Comunn Gàidhealach Limited, Unit 7A, 7 James Street, Stornoway, Isle of Lewis, HS1 2QN | [www.ancomunn.co.uk](http://www.ancomunn.co.uk) | email: [info@ancomunn.co.uk](mailto:info@ancomunn.co.uk)  
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