



Netball Scotland Fair Work First Statement

Netball Scotland is committed to delivering on the following Fair Work First criteria:

The Real Living Wage

- Netball Scotland is a member of the Real Living Wage movement and pays a Real Living Wage to all employees

Appropriate Channels for Effective Workers' Voice

- Netball Scotland champions an open and inclusive environment for all employees to communicate with our senior management and board members
- Our People and Culture Forum provides a safe environment for the leadership team and colleagues to engage on all people and culture matters

Investment in workforce development

- Netball Scotland provides training and development opportunities for all its workforce through CPD plans and our policies

No inappropriate use of zero hour contracts

- Netball Scotland does not inappropriately use zero hour contracts and abides by employment rights

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

- Netball Scotland commits to the Moving to Inclusion framework to further develop a more diverse, inclusive and socially responsible organisation

Offer flexible and family friendly working practices for all workers from day one of employment

- Netball Scotland is committed to a 'Family First' principle to ensure employees have a work life balance

Oppose the use of fire and rehire practice

- Netball Scotland do not use fire and rehire practices
- Our employment practices are ethical and follow all government guidance



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