



Creative Lives is committed to the [Scottish Government's Fair Work First policy](#). Fair work is work that offers all individuals an effective voice, opportunity, security, fulfilment, and respect.

### **Effective voice**

Creative Lives ensures that our staff have an effective voice within our organisation. We actively promote open communication channels across the organisation and opportunities for input, empowering every team member to contribute to decision-making processes.

We encourage our staff to voice their opinions and share their thoughts openly through monthly open SMT meetings, annual staff survey, open review and consultation for all policies and procedures. We foster an environment where every team member feels empowered to speak their mind and contribute to the organisational objectives and values.

We encourage our staff to have regular supportive contact with their team members in conversations about wellbeing, performance, development, and learning.

### **Fulfilment**

We provide an employee support package (access to medical advice, counselling session) for all staff and their immediate families. Creative Lives has been a member of the Living Wage Organisation for over 8 years.

We prioritise staff development and are deeply committed to nurturing the talents and aspirations of our team members.

Despite working remotely, we prioritise an engaging work culture that focuses on collaboration. We believe in infusing our virtual workspace with energy and enthusiasm, ensuring that every team member feels connected and inspired.

### **Opportunity**

At Creative Lives we actively encourage all staff members to embrace learning and development opportunities as part of their professional growth. As part of our annual appraisal process, a training needs assessment is conducted to identify areas for improvement and skill enhancement.

Recent training initiatives have covered a range of important topics, including neuro-diversity awareness, unconscious bias, and effective remote line management, reflecting our commitment to fostering a diverse, inclusive, and adaptable workforce.

### **Respect**

Creative Lives is dedicated to fostering a workplace that upholds the principles of equal opportunities for all. Our commitment to equality is unwavering, and we strive to ensure that every individual, regardless of background or identity, has fair and equitable access to employment, advancement, and support within our organisation. We pride ourselves on being a conscientious and equitable employer, dedicated to promoting equality, fostering a flexible work environment, and ensuring our team are actively engaged with our values.



Our comprehensive suite of organisational policies sets out our commitment to supporting health, safety and welfare; flexible work; staff development; career breaks; family friendly policies; addressing harassment, bullying and sexual harassment; whistleblowing; and working from home.

Championing a workplace culture that is both fair and open, valuing transparency, respect, and inclusivity in all interactions. Our commitment to fostering an environment of mutual respect and open communication ensures that every member of our team feels valued and empowered.

### **Security**

Staff are always made aware of their contractual status and if a post cannot be renewed, we do our best to offer training and support packages.

We are proud to offer enhanced family-friendly policies that prioritize the well-being and balance of our employees' personal and professional lives. Our commitment to supporting families includes flexible working arrangements, parental leave, and other initiatives designed to accommodate the diverse needs of our workforce.

We award an annual cost-of-living increase to staff, based on CPI, in addition to being an accredited Living Wage employer.

There is no gender pay gap within Creative Lives, all staff are paid the same amount for their role.

The organisational culture is risk-averse with a robust reserves policy.

Creative Lives does not engage in a fire and re-hire practice.

**Our Fair Work First statement remains under review and open to further improvement in consultation with our staff and relevant external support.**