

FAIR WORK FIRST STATEMENT

Catalyst Vineyard Church & Catalyst Community Regeneration Company are committed to fostering a positive and productive workplace for all. We place the highest value on good working practices, which is why we are in support of the Scottish Government's Fair Work First initiative.

We demonstrate our commitment by:

- Regular staff meetings both individually and with the wider team.
- We promote an 'Open Door' policy whereby any member of the staff team can easily meet with our Senior Leadership and Charity Trustees.
- We conduct regular staff surveys, communicating the results and proposed actions in a timely manner.
- We are committed to promoting equality of opportunity and diversity as an employer in all areas of our organisation(s). We believe everyone is entitled to be treated fairly, with dignity, and respect.
- We offer a wide range of flexible, hybrid and family friendly policies which are available to all our entire staff team.
- We are dedicated to the continuous development of our employees and team members. One of the core values we hold and practise within our staff and volunteer teams is the 'IRTDMM' approach, which aims to: Identify Strengths, Recruit, Train, Deploy, Mentor, and Nurture.
- We do not use fire and rehire practice.
- We are committed to paying the Real Living Wage.
- We do not use of zero hour contracts.