



North Yell Development Council

Registered Office Keldahoul, Cullivoe, Yell, Shetland

Enterprise**Initiative****Self-Help**

09/04/26

Fair Work First Statement

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach, the Scottish Government is asking employers to adopt fair working practices, specifically:

- Payment of at least the real Living Wage.
- Providing appropriate channels for effective workers' voice.
- Investment in workforce development.
- No inappropriate use of zero hours contracts.
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- Offer flexible and family friendly working practices for all workers from day one of employment
- Opposing the use of fire and rehire practices

North Yell Development Council is committed to advancing the Fair Work First criteria as set out by the Scottish Government guidance.

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