



## **Moray Ocean Community: Fair Work Statement**

Moray Ocean Community support the Scottish Government's Fair Work First Policy.

*Moray Ocean Community is run entirely by volunteers, with no paid staff. We endeavour to treat all volunteers (board included) with the respect and fairness that would be accorded in any workplace, as appropriate for our status as a volunteer-run community group.*

### **Effective Voice:**

We strive to create a respectful and open working culture together as directors and take decisions through voting democratically. We actively encourage all involved at all levels of our work to give feedback, including through use of post event surveys and wider volunteer membership surveys. Volunteer project leaders and contracted freelancers, once allocated, will be directed to specific directors for regular supervision/mentoring and opportunities to give feedback.

### **Real Living Wage:**

We commit to re-imbursing any contractors the equivalent of a real living wage for their work following guidelines from the Scottish Government's Fair Wage policy.

We will work hard to ensure our project funding and delivery align with the industry advice.

Our projects create opportunity for local people to volunteer and local people who can offer contractual services.

### **Respect:**

We respect all our volunteers and contractors' time who often have other responsibilities outside of Moray Ocean Community and strive to organise activities and ways of working to take this into account.

*May 2025*