

Historylinks Museum – Fair Work Policy Statement

Historylinks Museum is committed to the Scottish Government’s Fair Work First policy.

We aim to be an organisation which engages our employees and volunteers in what we do, supported through training and development opportunities to make Historylinks a flexible, dynamic and enjoyable place to work.

We are committed to paying the Real Living Wage as a minimum to all employees.

We are opposed to the use of inappropriate zero hours contracts

We are opposed to the use of fire and rehire practices

We strive to eliminate gender pay gaps and to create a more diverse and inclusive workplace

Historylinks is fully committed to an inclusive culture that welcomes everyone for who they are.

We invest in workforce development

We support learning and development across the organisation at all levels, using a range of learning opportunities.

We offer flexible and family-friendly opportunities for all

Historylinks supports its workforce to work flexibly at the time and in the location that best meets the needs of the organisation, within the constraints of operating a seasonal visitor attraction. We embrace flexibility where possible with remote working, home-based working, hybrid working and continually review working patterns for everyone.

Respect & Dignity in the Workplace

People are entitled to be treated with respect and dignity at work and have a personal responsibility for ensuring that they treat others with the way they would expect to be treated themselves. We consider dignity at work to mean being free to work without experiencing these four unacceptable behaviours:

- **Bullying** - offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened.
- **Harassment** - any unwanted physical, verbal, or non-verbal conduct which has the purpose or effect of violating a person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
- **Discrimination** - being treated unfairly because of who you are.
- **Victimisation** - the less favourable treatment of someone who has complained or given information about harassment or discrimination or supported someone else’s complaint.

Health and Safety for our employees is embedded in the organisation.

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