



Fair Work First Policy Statement

TLC Inverness is committed to providing a fair, supportive and respectful environment for everyone involved in our organisation.

Our staff and volunteers are central to the work we do in our community, and we want people to feel valued, listened to and supported in their role.

Real Living Wage

TLC Inverness is committed to paying at least the Real Living Wage to all directly employed staff aged 16 and over.

Where contractors or workers are directly engaged in delivering grant-funded activity, we will also ensure that the requirements of Fair Work First in relation to the Real Living Wage are met.

Effective Workers' Voice

We are a small organisation and value open and regular communication between our staff, volunteers, Community Development Lead, Chairperson and Trustees.

Staff and volunteers are encouraged to share ideas, raise concerns and contribute to discussions about the work of the organisation. We aim to create an environment where people feel comfortable speaking openly and know that their views will be listened to and treated with respect.

Regular communication and meetings provide opportunities for staff and volunteers to contribute to the development and delivery of our services. Anyone who wishes to raise something privately can also speak directly with an appropriate member of the Trustee team.

Fair and Respectful Workplace

TLC Inverness is committed to treating people fairly and with dignity and respect. We aim to provide equal opportunities, encourage learning and development, and support staff and volunteers to contribute their skills and experience.

We will continue to review our working practices as the organisation develops and ensure that our approach reflects the principles of Fair Work First.

Signed on behalf of TLC Inverness

Chair Person: Robbie Halkett

Signature: 

Date: 10 February 2026