

The Black Watch Regimental Trust – Fair Work First Statement

The Black Watch Regimental Trust is a charitable company registered in Scotland (Charity No. SC005848).

Our Mission: The Black Watch Regimental Trust will support the members of The Black Watch through the provision of welfare and comradeship. It will preserve the history and heritage of the Regiment through the maintenance and improvement of its memorials, particularly its principal memorial, Balhousie Castle, together with its Museum and Archive. It will promote the history of the Regiment and its values to the widest possible audience.

It is the hard work and commitment of our employees and volunteers that helps us achieve our charitable mission of: Providing Welfare / Promoting Comradeship / Preserving Heritage.

As a well-established and professional charity we take our employment responsibilities very seriously and we therefore consider achieving the Fair Work First criteria as essential.

Examples of the approach taken at The Black Watch Regimental Trust include:

Effective Voice

We run regular meetings with all colleagues from all departments throughout the organisation to ensure effective communications are achieved on organisational and employee matters. We are in the process of introducing an Employee and Volunteer Forum to ensure that everyone has an effective voice within the organisation.

Opportunities

We invest in people development and promote opportunities for staff to progress within the organisation. The Black Watch Regimental Trust is committed to fostering an inclusive culture throughout the organisation.

Security

We provide security of employment, work and income including benefits such as sick pay and pension as well as a range of employee and volunteer discounts and other benefits. Our contracts of employment are clear and easy to understand. Additionally, there is no

inappropriate use of zero-hour contracts which are only used for legitimate and appropriate reasons, such as seasonal work, during peak/seasonal trading periods or in response to employee request should this suit their circumstances. The Black Watch Regimental Trust is a Real Living Wage Employer and offers the same base wage for all employees, regardless of their age.

The Black Watch Regimental Trust opposes the use of 'fire and re-hire' practices.

Fulfilment and Respect

We offer a range of benefits to ensure employees and volunteers feel fulfilled while at work. We embrace flexibility, where possible, by supporting our workforce to work at the time and in the location that best meets the needs of the organisation and employee where allowed by their role.

We continually strive to ensure that all employees and volunteers of The Black Watch Regimental Trust feel respected and valued across all levels of the organisation. This is supported through the Employee Handbook and Volunteer Handbook which are available to all employees and volunteers.