



Forth Green Freeport
Schedule 6: Fair Work Charter
INVESTOR

VERSION 1.0

Forth Green Freeport – Fair Work Charter

This Charter sets out the Fair Work expectations for all employers and business partners operating within the Forth Green Freeport.

It builds on the Scottish Government Fair Work Framework and Fair Work First criteria, and adopts a progressive model of Aspiring, Achieving and Excelling standards across the core dimensions of Fair Work.

- Employers must meet all 'Aspiring' commitments, at least three 'Achieving' commitments,
- They must also demonstrate no use of 'fire and rehire' practices
- If all criteria are not 'Achieving' at the initial assessment, businesses have six months to agree a plan to meet the minimum requirements. The timeframe for being fully 'achieving' may vary, but the general expectation is that this should take no more than 12 months
- Employers should use this template as a self-assessment and commitment tool, with guided support from the FGF Fair Work & Skills Manager
- Progress will be reviewed annually.

Aspiring / Achieving / Excelling Framework:

Respect & Effective Voice

Commitment Area	Aspiring	Achieving	Excelling
Worker Voice	Mechanisms for worker voice are in place, such as regular staff meetings or surveys.	Formalised structures exist, e.g. staff forums or recognised trade union agreements.	Worker voice influences decision-making and is embedded in governance structures.
Dignity & Respect	Equalities policy in place and communicated to staff.	Regular monitoring of workforce equalities data; active steps taken to address inequalities.	Organisation demonstrates leadership on Equality, Diversity & Inclusion and shares good practice regionally/nationally.

Security

Commitment Area	Aspiring	Achieving	Excelling
Fair Pay	All staff paid at least the Real Living Wage.	Living Wage accreditation achieved; pay gaps are monitored.	Action plan in place to eliminate pay gaps; external recognition of pay fairness.
Contracts	Avoids inappropriate use of zero-hours contracts.	Offers stable, secure contracts as the norm and demonstrates no use of "fire and rehire" practices.	Exemplary employment security; models good practice to others.

Opportunity

Commitment Area	Aspiring	Achieving	Excelling
Recruitment & Progression	Fair recruitment practices in place.	Clear career pathways and progression routes developed.	Inclusive talent pipelines established, proactively supporting underrepresented groups.
Workforce Development	Basic training and induction provided.	Investment in continuous learning and staff development.	Organisation recognised for excellence in workforce development.

Fulfilment

Commitment Area	Aspiring	Achieving	Excelling
Meaningful Work	Roles and responsibilities are clear; staff feedback sought.	Job design supports employee autonomy and wellbeing.	Staff consistently report high satisfaction; external awards for employee engagement.
Wellbeing	Employee wellbeing initiatives in place (e.g. Employee Assistance Programme, health support).	Managers trained to support wellbeing and mental health.	Organisation demonstrates sector leadership in wellbeing and healthy work practices.

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