

Fair Work Policy

Stills is a registered charity and company limited by guarantee. Our vision is to be one of the world's leading centres for photography. Our purpose is to be a centre of excellence for the advancement, understanding, practice and enjoyment of photography; to provide learning and empower diverse communities; to champion the important role that photography plays in the world today; and to be a foundation for the future of the photography sector in Scotland.

The Scottish Government's [Fair Work Framework 2016](#) defines fair work through five dimensions, work that offers effective voice, opportunity, security, fulfilment and respect. Fair work balances the rights and responsibilities of employers and workers and can generate benefits for individuals, organisations and society. Stills, recognises the importance of fair work in delivering our vision and purpose.

This policy documents our commitment to the five dimensions of fair work:

Effective Voice: All employees at Stills have the ability to speak and the right to be heard, either individually or collectively, by their employer through open and constructive dialogue.

Opportunity: We create equitable and inclusive experiences and access to progression in work, encourage and support employees and have policies in place to deliver equal opportunities.

Security: Stills is an accredited [Living Wage Employer](#).

Fulfilment: We create the circumstances for individual and collective wellbeing at Stills to support a healthier, productive and motivated workforce.

Respect: We ensure people are treated with dignity whatever their role or status and we operate a working environment that is free from bullying and harassment.

Through these commitments we will ensure that our workforce is supported, nurtured and valued and that it develops over time to be diverse and representative of the audiences that we serve. We have in place a fair work action plan to ensure that we deliver on our commitments, monitor our performance and report progress to our team members, Finance and Personnel Committee and other stakeholders. Our team members and trustees value the principles of fair work and we will advocate for these, individually and collectively. This policy has been authored by the Director of Stills and reviewed by all staff and the Board members. It is informed by research from sources including: Creative Scotland; The Scottish Artist's Union; Scotland's Workshops, Scottish Enterprise, the Fair Work Convention, the Fair Work Assessment Tool and the Living Wage Foundation.

Version control: Approval and Review

This policy will be reviewed periodically, or following change in legislation, or other significant factors.

