UHI | PERTH

Fair Work Statement 2026

UHI Perth is a registered Scottish charity, number SC021209.

Fair Work Statement

Introduction

UHI Perth is committed to embedding the principles of Fair Work First across all aspects of our employment practices. We will achieve this by continuously reviewing and improving the way we work and ensuring our policies reflect our commitment to the principles of Fair Work First. We recognise that Fair Work is essential to creating a productive, inclusive, and sustainable working environment that benefits staff, students and the wider community.

This statement confirms our commitment to ensuring fair working practices are in place in support of ‘Fair Work First’.

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where relevant.

Through this approach the Scottish Government is asking employers to adopt fair working practices specifically:

- Payment of at least the real Living Wage to staff including apprentices.
- Provision of appropriate channels for effective workers’ voice such as trade union recognition.
- Investment in workforce development.
- No inappropriate use of zero hours contracts.
- Action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- Offering flexible and family-friendly working practices for all workers from day one of employment.
- Opposing the use of fire and re-hire practices.

We are working towards advancing the Fair Work First criteria above. Our aim is to deliver good quality and fair work through continuous improvement.

Payment of the Real Living Wage

UHI Perth pays at least the Real Living Wage to all staff and ensures 3rd parties contracted through UHI Perth procurement also meet the real living wage requirements

Appropriate channels for effective voice

- We recognise 2 trade unions EIS-FELA (Academic staff), UNISON (professional services staff), meeting a minimum of 4 times per year to engage in constructive dialogue as well as holding a separate meeting each year to review the Staff Governance Standard.
- We provide multiple channels for staff engagement, including through our regular Perth Staff Forum group meeting, email communication, suggestion boxes and an open-door policy with senior leadership.
- We run an annual stress survey and completed a staff survey in 2025.

- We hold up to 4 all staff ‘staff conferences’ per year which allows for updates to all staff and opportunities for engagement with managers and Senior Leadership, which promotes a culture of openness and transparency.
- Managers attend the Student Voice Representative (SVR) meeting to directly hear concerns from SVRs to help improve the services we deliver.

Investment in workforce development
Despite ongoing financial challenges across the sector, UHI Perth remains committed to investing in the professional growth of its staff. We continue to offer a range of development opportunities, including training and upskilling to ensure that our workforce remains skilled, resilient, and supported.

- UHI Perth encourages staff to access learning and development opportunities.
- Training requirements are identified during annual professional reviews and by individual development aspirations.
- Staff are able to request funding to complete courses relevant to their roles through our staff development fund. This ranges from specific health and safety training such as first aid through to professional updates.
- Staff are also able to request funding for academic programmes of study through the UHI Staff Development Fund.
- We support 10 members of academic staff each year to complete their Teaching Qualification in Further Education (TQFE).
- We are currently supporting 4 members of staff to complete academic programmes of study/professional qualifications
- We support the young workforce through work and study placements and paid student internships.
- We encourage, support and provide opportunities to undertake formal and informal training as well as e-learning.
- We invest in staff wellbeing with 10 members of staff being nominated first aiders and we trained an additional 29 members of staff as Mental Health First Aiders during 2024/25.
- We have an active campus coordinator, part funded by Sports Scotland who organises events for staff and students, and we offer several informal initiatives to support staff engagement including staff climbing in our climbing wall, walking club, pickleball and a staff BBQ.

No inappropriate use of zero hours contracts
The majority of our staff are employed on standard salaried employment contracts although we do have a small number of zero-hour contracts which are utilised for additional or specific programme delivery. These are reviewed on a regular basis and UHI Perth has a process in place of permanising average hours worked after a specific time period which ensures we maintain fair and secure employment wherever possible.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace.
- Mental and financial health and wellbeing is an important focus for UHI Perth and we have put in place a range of initiatives to support employees including free access to an employee assistance programme.

- We monitor our gender, disability and ethnicity pay gap each year along with reviewing intersectionality, looking at what areas we are able to influence.
- Our mean gender pay gap has reduced from 8.6% in 2024 to 7.5% in 2025, demonstrating positive progress towards greater pay equality.
- We moved from being a disability committed employer to a disability confident employer during 2024-25 and put in place reasonable adjustment passports to support staff to be able to enter and be retained within the workforce.

Flexible and family friendly working practices for all workers from day one of employment

- We operate a flexible hybrid working model.
- We have a Flexible Working Policy in place which offers options such as part time working, compressed hours, job share etc.
- We have a suite of family friendly policies to support our employees and these policies are designed to adapt to the diverse and evolving needs of our workforce, promoting work-life balance and inclusivity.

Oppose the use of fire and rehire practices

We do not engage in fire and rehire practices and are committed to fair and transparent change management processes.

Workforce Engagement

We have commenced discussions with our recognised trade unions and staff representatives on fair work. We value the input of our workforce in shaping fair and progressive employment policies.

Monitoring and Review

We review our Fair Work practices annually and our Fair Work Statement is publicly available on our website and updated regularly to reflect ongoing improvements.

Conclusion

Fair Work is central to our mission at UHI Perth. We will continue to work collaboratively with staff, students, and stakeholders to ensure our workplace remains fair, inclusive, and empowering for all.