

Fair Work at BRAG

Fair Work First is the Scottish Government's flagship policy promoting fair, high-quality employment across Scotland. It encourages employers to create workplaces based on security, opportunity, fulfilment, and respect.

At **BRAG**, we are proud to support these principles. As signatories of the **Scottish Business Pledge** and an **accredited Real Living Wage Employer**, we are committed to fair and responsible employment practices across all areas of our organisation.

Our Fair Work commitments include:

- **Fair Pay and Secure Contracts:** All staff are paid at least the Real Living Wage. We do not use zero-hours contracts or fire-and-rehire practices.
- **Employee Voice:** Staff contribute through working and focus groups, with representation at Board level.
- **Learning and Development:** Every employee has a Personal Development Plan and access to structured training.
- **Equality, Diversity and Inclusion:** As a **Disability Confident Leader**, we champion equity and inclusion in all that we do.
- **Flexible and Family-Friendly Working:** Flexible and hybrid working arrangements are available from day one.
- **Wellbeing:** All employees have access to a private health scheme as part of our wider wellbeing commitment.

At BRAG, people and community are at the heart of our organisation. Our approach to Fair Work reflects our values—creating a positive, inclusive, and empowering environment where everyone can thrive.