

RBGE Fair Work Statement

Fair Work First is the Scottish Government's flagship policy for promoting high quality and fair work across Scotland's labour market. It sets out clear expectations for employers to adopt fair and progressive practices that strengthen workforce diversity, support employee voice, and improve job quality. Guided by the [Fair Work Convention](#)'s five dimensions — effective voice, opportunity, security, fulfilment and respect — the policy encourages organisations to embed fair work principles as part of responsible and sustainable employment practice.

RBGE sets out below how we meet the criteria and shows how we are committed to the Fair Work First mandatory criteria of Real Living Wage and employee voice, as well as the desirable criteria of investment in workforce development, no inappropriate use of zero hour contracts and opposition to fire and rehire, reducing our gender pay gap, EDI, and flexible and family friendly policies.

1. We commit to paying the Real Living Wage

- We pay all directly-employed staff, including apprentices, at or above this level and we are committed to continuing to pay at this rate.
- We also ask that our contractors pay the real living wage.

2. We have appropriate channels for effective employee voice

- We recognise trade unions across all employee groups for the purpose of collective bargaining and encourage membership.
- We work in partnership with our recognised trade unions, Prospect and Unite, and have regular informal meetings and formal Partnership meetings to engage and consult with them on employment matters.
- We provide facility time to support regular engagement between trade unions and members.
- We have a range of policies to support effective employee voice. For example, grievance, whistleblowing, anti-bullying and harassment.

- We encourage all managers to conduct one to ones regularly with their team members and provide frameworks and guidance on how best to do this via our intranet site.
- In addition, we regularly survey employees to understand their views and formulate action plans to address issues that have been raised.

3. We invest in workforce development and opportunity

- One of the key aims of the [People Strategy](#) is to retain and develop talent to support our work in developing solutions to address the biodiversity crisis and climate emergency in Scotland and around the world.
- We are continuing to invest in learning and development opportunities, and support and encourage all staff to develop their skills, whether through formal learning, secondments or informal skills transfer.

4. We provide security and stability for our workforce

- We have no zero hour contracts in place.
- We only use fixed-term contracts for discrete time-bound work, usually associated with projects that are externally funded.

5. We oppose the use of fire and rehire practice

- In alignment with the principles of Fair Work First and the dimensions of the Fair Work Convention, we do not engage in fire and rehire practices.

6. We want to create a more diverse and inclusive workplace where everyone can fulfil their potential

- We continue to monitor the impact of our improvements to our EDI data. We carry out gender pay gap reviews annually and publish the results on [our website](#).
- We hold bronze membership of Athena SWAN recognising our commitment to supporting gender equality within higher education and research.
- With the implementation of the upgraded PeopleHub system, we will be better able to record and report on ethnicity and disability, and therefore will have an increased ability to monitor pay gaps across other protected characteristics.

- More broadly, we are committed to increasing the diversity of our staff, Board of Trustees, Research Associates, students and volunteers. Our People Strategy aims to embed equality and diversity across all our work and seeks to promote a culture of inclusivity.
- We have an equal opportunities policy in place, as well as a conduct policy.

7. We ensure our workforce is respected regardless of their role and status

- We offer flexible and family friendly practices for all staff from day one of employment
- We reduced the full-time working week to 35 hours with no loss of pay from 1 October 2024 and are committed to providing flexible working opportunities including part-time, compressed hours and hybrid working wherever possible.
- We have enhanced pay for maternity, adoption and paternity leave. To support employees to balance their work and life commitments we have policies in place covering flexible working, emergency time off for dependants, shared parental leave and career breaks.
- We have an active mental health first aid network and free and confidential access to an Employee Assistance Programme. Health and wellbeing is one of the 4 main aims of our People Strategy.

RBGE is committed to working in partnership with trade unions to support and implement the fair work practices and to adhering to the dimensions outlined in the Fair Work Convention.



Signed on behalf of RBGE:

Date: 26/08/2026

Signed on behalf of Prospect: *Angela R Gannon*

Date: *25 August 2026*