

Scotland Excel is committed to achieving a fair and inclusive Scotland, where the benefits are shared by all. We have incorporated the five dimensions of Fair Work into our policies and procedures.



Effective voice requires leadership and support from employers, workers and unions. Our aim is to make sure employees have scope to say what they feel, are listened to and where their voice can make a difference.

- We are Investor in People Gold accredited.
- We recognise trade unions who are involved in agreeing pay awards and terms & conditions of employment.
- We have implemented/introduced an Employee Engagement Group to encourage open dialogue between staff and senior management.
- We hold regular staff development days, where we seek feedback and ideas from staff that help to develop new policy and procedures.



Opportunity allows people to access and progress in work and employment.

- We are a disability confident employer.
- We participate in the Modern Apprenticeship Scheme.
- We participate in the Graduate Apprenticeship programme.
- We offer a 2-year Graduate Trainee programme.
- We offer internal, on the job training as well as encouraging and funding relevant qualifications needed for career progression.
- All employees have the opportunity and are encouraged to apply for any vacancies that arise within the organisation.
- Our Academy Moodle platform supports development through hybrid working.



Security of employment, work and income are important foundations of a successful life.

- We are a real living wage employer and are part of the Strathclyde Pension Scheme.
- We offer written contracts that are a minimum of 12 months with an aim to review and extend or make permanent wherever possible.
- We offer flexible work arrangements and job-sharing opportunities to align with our employee's life, family and caring commitments.
- We offer graded posts with salary scales and fair pay progression tied to years of service.
- We offer occupational sick pay, paid maternity, paternity and adoptive leave.
- We avoid forced redundancy by offering temporary contracts, voluntary redundancy or voluntary retirement.



Fulfilment at work contributes to confidence and self-belief. To help achieve this:

- We implement a Personal Development Plan (PDP). It is a tool used by managers and employees to identify strengths, weaknesses opportunity and threats. It is an opportunity to identify training needs and implement development opportunities.
- PDP's allow employees to suggest and agree SMART objectives that suit their skills, knowledge and interest, while contributing to the organisations 5-year strategy.
- Staff are given autonomy to move forward with their objectives. Meeting regularly with managers to keep them informed of progress and discuss issues or support needs.
- We hold Annual Scotland Excellence Awards where employees are recognised and celebrated for their hard work and years of service.



Respect is one of our organisations four values, it is imbedded into everything we do. It involves recognising others as dignified human beings and recognising their standing and personal worth. It is a two-way process between employers and workers.

- We have several “dignity at work” policies available to view on our employee intranet.
- Our Business Services team provides policy advice and guidance to all employees.
- Upon employment all staff receive a 1-2-1 induction and a corporate induction informing them about the organisation, our teams, governance, policies and values.
- 15% of our workforce are trained Mental Health First Aiders and we aim to increase this.
- We have a staff benefits scheme in place to support financial wellbeing including discounted private health care options and free annual flu vaccines.
- We issue a regular “5 steps to wellbeing” article containing ideas and links to support our employees physical and mental wellbeing.
- We offer confidential counselling and other wellbeing resources via Time to Talk.
- We complete DSE assessments and provide staff with equipment needed to work safely.
- We have a special leave policy, allowing staff paid time off for scenarios including bereavement, dependency, carers leave and volunteering amongst others.
- We use a supporting attendance policy and Occupational Health to support employees health while at work and supporting them back to work.