

FAIR WORK STATEMENT

The Beacon Arts Centre is committed to creating a fair, inclusive and supportive workplace where everyone is valued, respected and able to thrive. We recognise that our staff, freelancers and volunteers are central to delivering high-quality cultural experiences for our community.

We are proud to pay all directly employed staff at least the Real Living Wage, recognising that fair pay is fundamental to dignity, wellbeing and equality. We also seek to ensure that contractors and freelancers engaged in delivering our work are paid fairly.

Our approach to Fair Work is guided by the Scottish Government's Fair Work First principles and is underpinned by the following commitments:

Fair pay: We pay all eligible employees at least the Real Living Wage and review pay annually.

Effective voice: We encourage open communication and regular dialogue, ensuring staff have opportunities to contribute ideas, raise concerns and influence decisions that affect their work.

Opportunity: We are committed to equality, diversity and inclusion in recruitment, development and progression, providing opportunities based on merit and potential.

Security: We aim to provide secure employment wherever possible, avoid the inappropriate use of zero-hours contracts, and offer clear terms and conditions of employment.

Respect: We foster a positive, safe and inclusive working environment where everyone is treated with dignity and respect, and where discrimination, bullying and harassment are not tolerated.

Fulfilment: We support learning, professional development and wellbeing, helping our team to develop their skills and build rewarding careers in the arts.

We review our employment practices regularly to ensure they remain fair, inclusive and responsive to the needs of our workforce. Through these commitments, we aim to contribute to a stronger cultural sector and a fairer, more sustainable economy in Scotland.

