

Citymoves Fair Work Statement

We believe that employees are crucial to our success.

We foster a supportive, empathetic and inclusive working culture and we value training, development and flexibility.

We are committed to the Scottish Government's Fair Work First policy.

Effective Voice

Citymoves believes in empowering employees' voices and promoting collective voice within the organisation and fostering a culture of mutual respect and understanding. We achieve this through various means; team meetings, annual reviews, sharing sessions, employee surveys, digital inspiration spaces, staff forums and workforce representatives.

Opportunity

Citymoves believes in a fair, transparent and inclusive approach to recruitment, selection and induction processes. All opportunities are advertised publicly. We continue to invest in training for all staff focusing on organisational priorities and individual personal development. We actively develop budget and staff time allocations for training and development for employees, volunteers and freelancers, aiming to provide equal access to growth opportunities.

Security

Citymoves believes in providing fulfilling and financially stable work. We are committed to offering fair contracts at sensible rates and at a minimum of the Real Living Wage. We use zero-hours contracts responsibly and agree shifts a month in advance.

Fulfilment

Citymoves believes that work should be fulfilling and promote a sense of belonging. We engage staff in all aspects of work and invest in training, learning and skills development. We promote a culture of flexible and hybrid working to accommodate family and caring commitments and good mental health.

Respect

Citymoves has policies addressing bullying, harassment, discrimination and victimisation in the workplace. We believe everyone is entitled to be treated with respect and dignity at work and we encourage staff to uphold this value. Together we make a safe space.