

Fair Work First at Borders College		
Seven Fair Work First requirements:	What We do	Great Place To Work Evidence (responses from staff to the GPTW survey) We have been carrying out this survey annually and have been accredited since 2021.
Payment of at least the Real Living Wage	We are a Living Wage accredited employer.	People here are paid fairly for the work they do – 94% of staff report this as sometimes or always true
Provide appropriate channels for effective workers' voice, such as trade union recognition Adopt behaviours, practices and a culture that support effective voice and embed this at all levels – this requires openness, transparency, dialogue and tolerance of different viewpoints. Effective voice requires structures – formal and informal – through which real dialogue – individual and collective – can take place. More extensive union recognition and collective bargaining at workplace and sector	We have a schedule of formal meetings with recognised trade unions to negotiate and consult on organisational change, terms and conditions, working practices and policies and procedures. The Principal and Director of People Services meet informally on a monthly basis with union representatives The Principal writes to staff after every SLT meeting with updates. The Principal and Executive update staff at an all staff conference 3 times per year.	Management is approachable and easy to talk to - 96% of staff report this as sometimes or always true Management keeps me informed about important issues and changes – 94% of staff report this as sometimes or always true



level could address areas where worker voice is absent in Scottish workplaces. The ability to exercise voice effectively should be supported as a key competence of managers, other workers and union representatives. Demonstrate the effectiveness of voice channels and their influence.	We are signatories to the NRPA and actively engage in national bargaining. We have a monthly staff magazine sharing good news stories and important information. Staff have an annual review with their line managers. There are regular team meetings providing opportunities for 2 way dialogue. There are staff and union representatives on the Board.	
Invest in workforce development Opportunity Investigate and interrogate the workforce profile in your organisation and sector, identify where any barriers to opportunity arise and address these creatively. Adopt a life stage approach that helps workers at all ages maximise their contribution.	We undertake workplace profiling and equalities profiling as part of the Mainstreaming work annually and put in place action plans to address any barriers. We have a mentor identified at induction for each new member of staff joining the College.	People here are treated fairly regardless of their age – 100% of staff report this as sometimes or always true People here are treated fairly regardless of their race – 100% of staff report that as sometimes or always true

Engage with diverse and local communities. Use buddying and mentoring to support new workers and those with distinctive needs. Undertake equalities profiling in the provision of training and development activities and in career progression procedures and outcomes. Invest in and utilise the skills and knowledge of union equality, learning and other workplace representatives.	Our Workplace representatives are involved in both formal and informal consultations and meetings on issues which affect them including equalities and learning.	People here are treated fairly regardless of their sexual orientation – 100% of staff report this as sometimes or always true People here are treated fairly regardless of their gender – 100% of staff report this as sometimes or always true I feel good about the ways in which we contribute to the community – 99% of staff report this as sometimes or always true We have been recognised as Best Workplace for Development 2026 We have been recognised as Bes Workplace for Women 2026
No inappropriate use of zero hours contracts Security Ensure and support widespread awareness and understanding of employment rights. Contractual stability should be a core employer objective. Forms of flexible	We do not employ individual on zero hours contracts as defined by ACAS. We are a Living Wage accredited employer.	I believe management would lay people off only as a last resort – 96% of staff report this as sometimes or always true Management is honest and ethical in its business practices – 97% of staff report this as sometimes or always true



working where the burden of risk falls disproportionately on workers (including most zero hours contracts) are not fair work. All workers should be paid at least the Living Wage as calculated by the Living Wage Foundation. Agreement making between employers and workers, including collective bargaining in unionised establishments and sectors, promotes stability and perceptions of security and should be supported. Pay transparency and defensibility should be a core organisational objective.	We are signatory members of the NRPA and engage in collective bargaining. Pay is determined nationally and we adhere to the circulars issued through College Employers Scotland.	People here are paid fairly for the work they do – 94% of staff report this as sometimes or always true
Action to tackle gender pay gap and create a more diverse and inclusive workplace Fulfilment Build fulfilment at work explicitly into job design.	We encourage all staff to be leaders and this is built into our culture, values and behaviours. We have a clear career progression route for staff. We undertake annual reviews which determine objectives and targets for the coming year.	I am able to take time off work when I think it is necessary – 98% of staff report this as sometimes or always true I am offered training or development to further myself professionally – 93% of staff report this as sometimes or always true

Create an authorising culture where people can make appropriate decisions and make a difference. Invest in training, learning and skills development for current and future jobs. Where available, utilise the skills and expertise of union learning representatives and the resources available through Scottish Union Learning. Expectations of performance must be realistic and achievable without negative impact on wellbeing. Clear and transparent criteria and opportunities for career progression, as well as opportunities for personal development, should be a feature of all work.	Lecturing staff are developed through PDA and Teaching Qualification in Further Education as part of their terms and conditions and are paid time for this. We enable staff to undertake development activity to progress to the next level in their career, Strategic Leadership for example through CDN and Graduate Apprenticeships through Heriot Watt University. We have essential development modules available for staff as well as an on line learning programme including equalities, safeguarding, health & safety, wellbeing, data protection, ACT and employment legislation .	My work has special meaning, and this is not “just a job” – 95% of staff report this as sometimes or always true Management trusts people to do a good job without watching over their shoulders – 98% of staff report this as sometimes or always true Promotions go to those who best deserve them – 92% of staff report this as sometimes or always true
Offer flexible and family friendly working practices for all workers from day one of employment Respect	We publish our values and behaviours and use these as part of our annual review process and performance improvement processes • Be a positive role model • Behave as one team	This is a physically safe place to work – 99% of staff report this as sometimes or always true People are encouraged to balance their work life and their personal life – 97% of



Respecting others is everybody's business. A culture of respect requires that behaviours, attitudes, policies and practices that support health, safety and wellbeing are consistently understood and applied. Be explicit about respect as an organisational value and a guide to practice, and start a dialogue around respect as it is experienced in your own organisation. Agree clear expectations of behaviour, conduct and treatment and encourage the involvement of everyone to improve respectful behaviours. Respect for workers' personal and family lives requires access to practices that allow the balancing of work and family life. Re-framing conflict can enhance respect in an organisation – think about differing views as potentially productive and creative.	• Value the contribution of everyone • Be respectful • Strive for excellence We support hybrid and flexible working. We have special leave built in to our terms and conditions to support staff. We have robust policies on grievance and bullying. We have a schedule of health & safety committees and wellbeing working groups which are attended by union representatives. We have a generous Family Leave Policy and Procedure. We have day one rights to part time working, condensed hours working, flexitime, flexible working, term time working and hybrid working arrangements in place for staff.	staff report this as sometimes or always true Management shows a sincere interest in me as a person, not just an employee – 93% of staff report this is sometimes or always true People care about each other here – 98% of staff report this as sometimes or always true We have been recognised as Best Workplace for Wellbeing 2026
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Ensure that interpersonal relationships and internal procedures exist to manage conflict in a constructive way. Union expertise and networks on health and safety, for example, are a valuable resource, the use of which should be developed, supported and maximised.		
Oppose the use of fire and rehire practice	The College does not use fire and rehire practices and opposes the use of these practices	Management is honest and ethical in its business practices – 97% of staff report this as sometimes or always true

Reviewed and agreed with workforce representatives on ...26th August 2026.....

Signed on behalf of Borders College

Deborah Kerr, Director of People Services

Signed on behalf of the workforce

Mandy Loftus, Branch Secretary EIS-FELA

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Aiden O'Rourke, UNISON Full Time Official