

Wester Ross Radio Ltd
The Studio, Gairloch, IV21 2LR

Company no: SC235969
VAT no: GB 751 267 27
Scottish Registered Charity SC049942



Rèidio Rois an Iar
Radio Wester Ross

Tel: 01445 712106

Fair Work First Statement

Organisation Name: Wester Ross Radio Ltd t/a Radio Wester Ross

Date: 31 May 2024

Contact Person: Michelle Stevenson

Organisation Type: Radio Wester Ross is a commercial-licensed station that operates as a community-focused, not-for-profit organisation.

Number of Paid Staff: Two: One part-time station manager and one part-time station assistant aged 17

Number of Volunteers: 26

1. Effective Voice

We ensure that all individuals involved in the station, whether paid staff or volunteers, have a meaningful voice in how the station operates. This includes:

- Quarterly presenter meetings with all volunteer presenters to share views and contribute to decision-making.
- An open-door communication culture where the station manager, station assistant and board of directors are available for informal discussion.
- Regular, as required, check-ins between the station manager and station assistant to support effective communication and collaboration.
- All presenters are encouraged to raise suggestions, concerns, or feedback directly and informally to the station manager or the board of directors. This approach promotes mutual respect, openness, and timely communication.
- As the station assistant is 17 years old, we ensure additional support is in place to empower their voice in decision-making, ensuring youth perspectives are valued. This includes mentorship, active listening, and joint goal setting.

2. No Inappropriate Use of Zero-Hours Contracts

We do not use zero-hours contracts. Both of our paid team members are on clearly defined part-time contracts with agreed hours.

Our volunteers freely give their time and are not expected to commit to specific hours beyond what they choose to offer.

3. Diversity and Inclusion

We are a youth-inclusive, community-led organisation. Our station assistant is a young person and we actively welcome volunteers of all ages, gender, backgrounds, and experiences. We are committed to creating a respectful, inclusive environment for everyone involved.

We have offered, and hope to offer in the future, work experience opportunities to local high school pupils by working with the head teachers.

4. Real Living Wage

We pay the Real Living Wage or above to our staff. While our capacity is limited due to funding, we are committed to fair pay practices and transparency.

As a small organisation with only two paid roles we do not have a gender pay gap. However, we remain committed to equal pay for equal work, and we would take immediate action should disparity arise.

We make every effort to ensure that our suppliers/contractors offer the same Real Living Wage rate when procuring goods or services.

5. Flexible and Family-Friendly Working

Our working arrangements are flexible. The station manager works part-time hours suited to their personal schedule, and the station assistant is supported through mentoring and inclusion in decision-making. Their voice is a valued part of our team and reflects our commitment to youth inclusion.

Volunteers are free to choose when and how they contribute.

6. Workforce Development

We provide informal support, mentoring, and training opportunities to our team, particularly for our young station assistant and new presenters. We encourage personal development and learning through hands-on experience.

Summary


As a small, volunteer-based organisation with only two paid roles, we apply the Fair Work First principles in a proportionate and meaningful way. Our approach is based on inclusion, flexibility, respect, and community empowerment.


We recognise that our volunteers, especially presenters, are fundamental to our success. Their input is actively sought, respected, and acted upon. They are involved in shaping not just content, but station policies, schedules, and future development.

By maintaining these channels, we ensure that all those who contribute to the station, paid or unpaid, are empowered to share their voice and influence how we operate.

We confirm that we offer our staff and volunteers an Effective Workers Voice Channel within the workplace.

This statement has been agreed by both the Chairperson/Director of the board and the Minute Secretary/Director, as suitable representatives for our employees and volunteers.

Signature: (Employees / Volunteers):	
Print Name:	MICHELLE STEVENSON
Position within organisation:	CHAIRPERSON & DIRECTOR
Date:	31/05/2024

Signature: (Representative):	
Print Name:	ANN SIMPSON
Position within organisation:	DIRECTOR
Date:	31st May 2024

