Fair Work Statement

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work, and workforce diversity across the labour market in Scotland by applying fair work criteria to grants, other funding and public contracts being awarded by and across the public sector, where it is relevant to do so. Through this approach the Scottish Government is supporting employers who adopt fair working practices, specifically:

- payment of at least the real Living Wage;
- provide appropriate channels for effective workers' voice, such as trade union recognition;
- investment in workforce development;
- no inappropriate use of zero hours contracts;
- action to tackle the gender pay gap and create a more diverse and inclusive workplace;
- offer flexible and family friendly working practices for all workers from day one of employment; and,
- oppose the use of fire and rehire practice.

Scottish Opera confirms the following practices in place in support of Fair Work:

Appropriate channels for effective voice, such as trade union recognition

- Scottish Opera has an Employee Forum which meets six times per year. The Employee Forum includes representation from different departments and levels across the organisation and is chaired by the People and Culture Director with the General Director in attendance.
- Scottish Opera continues to recognise trade unions (Musician's Union and Equity). We meet and consult on pay and terms and conditions on an ongoing basis.
- Scottish Opera became accredited by the National Centre for Diversity in January 2026. Through internal and external surveys; on-site visits including staff focus groups; review of policies and procedures; it was evidenced by our assessor that we adhere to the FREDIE framework of Fairness, Respect, Equality, Diversity, Inclusion and Engagement. Our accreditation is at Silver Level and is valid for 2 years. We are now working towards Gold level accreditation with the National Centre for Diversity.
- Scottish Opera introduced an internal newsletter in October 2024. This is published periodically so that everyone has a chance to input and to read the outputs.

Investment in workforce development

- Scottish Opera runs an annual appraisal system where training and development needs are explored and appropriate training and development activity is put in place to support growth and development for current and future career goals.
- Scottish Opera provides a significant and ongoing health and safety training calendar including Health and Safety Induction for New Starts, First Aid Training, Mental Health First Aid Training, IOSH, COSHH, Fire Marshall, Construction Design Management, Evac Chair, Forklift Truck Driving, Manual Handling, Ladder-work at height, Display Screen Equipment.
- Scottish Opera provides training annually in Unconscious Bias, Mental Health Awareness, Sexual Harassment and Tackling Harassment and Bullying at Work generally.

- Scottish Opera offers Dementia Friendly Training periodically
- Scottish Opera offers Management Training in partnership with ACAS

No inappropriate use of zero hours contracts

- The majority of Scottish Opera employees are either freelance or contracted on agreed hours. There are a small minority on zero hours contracts for ad-hoc pieces of work that are not fixed. This arrangement is mutually beneficial.

Action to tackle the gender pay gap and create a more diverse and inclusive workplace

- Scottish Opera's Gender Pay Gap Statement is published on our website annually
- Scottish Opera adopts the process of Screened Auditions
- Scottish Opera is now accredited at Silver level with the National Centre for Diversity.

Payment of the Real Living Wage

- All Scottish Opera's employees are paid at or above the Real Living Wage

Offer flexible and family friendly working practices for all workers from day one of employment

- In addition to statutory provisions under flexible working, Scottish Opera has a Hybrid Working Policy and routinely agrees flexible and family friendly working practices during the recruitment process.

Oppose the use of fire and rehire practice

- Scottish Opera does not apply the use of Fire and Rehire practices.

Scottish Opera's Fair Work practices will continue to evolve in line with best practice in employment practices.



Alex Reedijk
October 2026