**Fair Work First Policy (1 July 2023)**

1. Payment of at least the real Living Wage

* BIC will pay all staff whether full time or part time at least the real Living Wage.
* All UK-based staff aged 16 and over, including apprentices, who are directly employed by the grant recipient, will be paid at least the real Living Wage; and any UK-based workers who are not directly employed but are directly engaged in delivering the grant-funded activity, whether they be sub-contractors or agency staff, will also be paid at least the real Living Wage.

2. Appropriate channels for effective workers' voice

* Recognising that BIC is a micro-organisation where all employees and agency workers are in close contact with their employers (the Trustees) on a daily basis it may not be appropriate to have collective agreements in place
* All workers employed within BIC including agency workers shall have access to effective voice channels at individual level which shall be maintained at all times.
* All workers shall have open access to the trustees at any time, and to the Office Bearers including Secretary, Treasurer, and Chair.
* BIC encourages an open exchange of views between workers and trustees – indeed we consider this is essential for the effective operation of BIC and for our workers.

3. Real Living Wage and effective workers' voice conditionality in the supply chain

* BIC recognises that conditions to pay at least the real Living Wage and provide effective workers' voice in public sector grants can be applied not just to a grant recipient but down through a supply chain.
* Where BIC uses public sector grant funding to procure services from another third or private sector organisation, and workers from that organisation are directly involved in delivery of the grant-funded activity, BIC will follow the flow chart at Annex A of the Bute House Agreement.