

Fair Work Statement (Employees)

Eden Court is committed to ensuring there are fair working practices in place to provide our employees an effective voice, opportunity, security, fulfilment and respect. Eden Court demonstrates our commitment to fair work in the following ways:

Effective Voice

In 2023, we updated our BECTU House Agreement, making improvements to terms, including maternity and sick pay, plus the addition of minimum call times. A BECTU employee also sits on Eden Court's Board of Directors.

Eden Court understands the importance of providing a safe channel for our employees to share their thoughts, opinions or challenges. We hold a six-weekly all staff meeting to allow staff a transparent view of what is happening across the organisation as well providing them with a forum to respond and share.

We also encourage all employees and their managers to conduct frequent 1:1 meetings. During an employee's probation period a check-in at the 30, 60, and 90-day mark occurs between the employee and line manager to discuss performance and to provide the employee with a channel for feedback about their training and experience on the job.

Employees are also asked to participate in various surveys throughout the year, in which they can provide meaningful and constructive feedback on their experience at work, wellbeing and satisfaction.

All policies are available on the central share-point, providing staff with knowledge on how to discuss and report issues when they arise.

Opportunity

Eden Court is dedicated to promoting a diverse and inclusive work environment in which everyone has an equal opportunity to work and has an equal chance to succeed. We are committed to removing obstacles that may hinder individuals from accessing opportunities at Eden Court wherever possible.

We are committed to the development, learning and growth of our staff. This is accomplished through bespoke training suited to the needs of the individual as well as internal learning opportunities through our job shadow and emerging talent schemes.

We believe in fairness, inclusivity and transparency in our recruitment process. We conduct recruitment in a way intended to prevent bias and barriers. We gather data to understand our workforce and have in place plans to address underrepresentation.

Security

Eden Court is committed to providing the Real Living Wage (accredited via Living Wage Foundation) for our entry-level roles and is committed in providing competitive rates for other roles. We do not inappropriately utilise zero-hour contracts. We don't have any unpaid roles and we don't use fire and rehire practices.

We participate in yearly salary benchmarking within the sector to ensure we offer competitive pay rates.

Fulfilment

Eden Court recognises the importance of maintaining a healthy work-life balance. We strive to support our employees in achieving a balance between work and their other priorities. Our flexible working policy is available for all employees to access from day one of employment.

A Family Friendly policy is in place to recognise that many of our employees have caring responsibilities. We provide additional benefits such as enhanced parental leave, time off to support dependents and paid compassionate leave. We have completed the PiPA Foundations: Scotland Pilot and are looking to become a Carer Positive employer. We recently developed a Menopause and Menstruation policy.

The mental health and wellbeing of our employees is incredibly important. Eden Court employees have access to a Mental Health First Aider. Reasonable adjustments are made to support disabled staff or those with long-term health conditions.

We plan to implement the Weston Jerwood Socio-Economic Diversity and Inclusion in the Arts Toolkit for Employers and have achieved Level 1 of the Disability Confident scheme, with plans to progress to Level 2.

Respect

Eden Court is dedicated to fostering a workplace culture in which all employees are respected and treated with dignity.

Eden Court recognises dignity at work to mean being free to work without experiencing bullying, harassment, discrimination or victimisation. Anti-bullying, victimisation, discrimination and harassment policies are in place to encourage and uphold respectful conduct.

We plan to develop an anti-racism policy to be adopted by staff/board and shared with visiting companies.