

Fair Work Statement

Horsecross has been working towards many of the goals of the Fair Work Convention over the last year albeit without them being labelled as such. We are striving for an organisation which sees employees engaged in what we do, supported through training and development opportunities, and promoting a positive approach to internal dialogue, making Perth Concert Hall & Perth Theatre a great place to work.

Effective Voice

Horsecross believes in empowering employee voice and has met that through the establishment of an employee forum for staff representatives to raise issues, input into staff policy development and take ownership of matters that affect all staff members. BECTU as a trade union with active membership at Horsecross is offered a standing place on this forum.

Fulfilment

Engaging all of our employees in what we do is a key goal for Horsecross, to promote fulfilment at work and a feeling of belonging to the organisation, whilst also ensuring the best possible experience for all we come into contact with. We will run twice annual all staff sessions, focusing on our activities and performance.

Opportunity

We will run fair and transparent recruitment processes with opportunities advertised internally. All HX staff will have HX email for clarity of communication and access to our intranet site. We will continue to invest in training for all staff – focusing on business-needs in the first instance and providing a range of personal development opportunities.

Respect

We have robust policies on bullying and harassment and a zero-tolerance approach to these negative activities in the workplace and their effect on the dignity of our staff.

We have a new approach to health and safety which will embed its principles deeply within the organisation and take our practices beyond our legal duty.

Through a successful approach to voice, fulfilment and opportunity, we will foster a culture of individual understanding of their contribution to the goals of the overall organisation.

Security

We will offer meaningful work, which provides a reliable income – offering sensible hours-based contracts and minimising the use of zero hours contracts to focus on a core staff team instead.

Our Board have committed to pay the RLW in time.

We do not use the age-related gradations within the National Living Wage framework, paying people the same amount for the same work – a measure of fairness.