

DHD: 0401123

05 December 2023

Dear

Thank you for your request for information under the Freedom of Information (Scotland) Act (2002).

I now respond to your request as follows:

*“Please could you provide a copy of your colleges fair work agreement with the Scottish Funding Council, including any agreements in place (with SFC or otherwise) for external contractors.”*

The College is committed to the Fair Work Agreement and is working with recognised trade union colleagues on all elements of the Agreement. Nationally, discussions are ongoing with recognised trades unions on an agreed statement in support of the Fair Work Agreement.

The College Fair Work agreement with the Scottish Funding Council forms part of the Regional Outcome Agreements published on the Scottish Funding Council (SFC) website. For your ease of reference, the links to the SFC website are provided below.

[Outcome Agreement Guidance AY 2022-23 \(sfc.ac.uk\)](http://sfc.ac.uk)

[Glasgow Region Outcome Agreement 2022-23 \(sfc.ac.uk\)](http://sfc.ac.uk)

In relation to contractors, College procurement activity is in line with the SPPN 6/2021 Fair Work First as per the per the procurement legislations - [Fair Work First implementation - Scottish public procurement update: SPPN 6/2021 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

The College [Procurement Strategy and Action Plan 2022-2025](http://www.glasgowkelvin.ac.uk) demonstrates the College's commitment to Fair Work First. An extract (Section 6.9) from the strategy and action plan is provided below.

**6.9 The Scottish Living Wage** – *The College recognises the value of a well-motivated and dedicated workforce both in its own organisation and in those of its suppliers. Glasgow Kelvin College is an accredited Scottish Living Wage employer. In compliance with the Act the College will consider fair work practices and the Fair Work First criteria and will decide before undertaking a procurement, whether it is relevant and proportionate to include a question on fair work practices along with other relevant criteria, whilst ensuring the appropriate balance between quality and cost of the contract, paying regard to the statutory guidance including the application of the Scottish living wage.*

And all tenders published by the College include the below Fair Work Practices criteria as a minimum, which any awarded Contractors have to adopt and demonstrate:



## 1. Fair Work Practices

- 1.1. *The Colleges consider that the delivery of a high-quality service is critically dependent on a workforce that is well motivated, well-led and has appropriate opportunities for training and skills development. These factors are also important for workforce recruitment and retention, and thus continuity of service.*
- 1.2. *In order to ensure the highest standards of service quality under this Contract, the Contractor shall adhere to and adopt where applicable the principles of Fair Work Practices as detailed by the Scottish Government. Examples of Fair Work Practices include:*
- *A fair and equal pay policy that includes a commitment to supporting the Living Wage, including, for example being a Living Wage Accredited Employer*
  - *Clear managerial responsibility to nurture talent and help individuals fulfil their potential, including for example, a strong commitment to Modern Apprenticeships and the development of Scotland's young workforce*
  - *Promoting equality of opportunity and developing a workforce which reflects the population of Scotland in terms of characteristics such as age, gender, religion or belief, race, sexual orientation and disability*
  - *Support for learning and development*
  - *Stability of employment and hours of work, and avoiding exploitative employment practices, including for example no inappropriate use of zero-hours contracts*
  - *Flexible working (including for example practices such as flexitime and career breaks) and support for family friendly working and wider work life balance*
  - *Support progressive workforce engagement, for example Trade Union recognition and representation where possible, otherwise alternative arrangements to give staff an effective voice*

I trust the above response meets your request for information in full.

Should you be unhappy with the College's response you may seek a review by writing to Derek Smeall, Principal. Your grounds for seeking a review should be included in your request.

I also wish to advise you that the Scottish Information Commissioner has launched an online appeals service via their website – the link is as follows:

[www.itspublicknowledge.info/appeal](http://www.itspublicknowledge.info/appeal).

Other contact information for the Scottish Information Commissioner is listed below:

Tel: 01334 464610

Email: [enquiries@itspublicknowledge.info](mailto:enquiries@itspublicknowledge.info)

Thank you for your interest in the College.

Yours sincerely

**Corporate Support and Administration Manager**

