

Perth Theatre and Concert Hall

Fair Work Statement

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Perth Theatre and Concert Hall (PTCH) is committed to the Scottish Government Fair Work First policy, first formally implemented here in 2021. We are striving to be 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 PTCH a great place to work.

- **Effective Voice**

We have an active Employee Forum which will continue to have a leading voice in reviewing and giving feedback as part of our schedule of policies. BECTU, the trade union with active membership at PTCH, is also offered a standing place on this Forum. All staff, including casual staff, will continue to be invited to attend and participate in our biannual All-Staff Day, which provides an opportunity to hear from and share thoughts and ideas with our Leadership Team and Trustees in a relaxed environment. Full details of how we support collective and individual voice across all levels of the organisation are published in our Inclusion, Diversity, Equality & Accessibility (IDEA) Strategy.

- **Fulfilment**

We believe all staff should have the ability and confidence to identify and agree development and training opportunities suited to their roles, and sometimes beyond their own roles into areas of interest that benefit both the organisation and the individual, with a training and development budget ringfenced to support this. We also continue to cement a culture of constructive two-way communication between managers and their team members through the development of our 360-degree performance review model to facilitate these conversations.



Perth Theatre and Concert Hall is the trading name of Horsecross Arts Ltd, the charitable organisation that runs both venues.

Horsecross Arts Ltd is registered in Scotland, no SC301328 and charity no SC022400
VAT no 561565140
Registered Office Mill St, Perth, PH1 5HZ

- **Opportunity**

Following IDEA, we will run a fair and transparent recruitment process and where appropriate, will place a focus on internal recruitment first, offering current staff members an opportunity to pursue the next step of their career with the organisation, with internal candidates guaranteed an interview.

- **Security**

Since March 2024, we are a Real Living Wage Employer and offer meaningful work, which provides a reliable income through sensible hours-based contracts with no zero hours contracts. We have recently introduced an employee assistance programme, PAM Wellness, which provides, amongst other things, counselling services, mental health support, and financial advice.

- **Respect**

We have robust policies around dignity at work and take a zero-tolerance approach to negative behaviours such as bullying, harassment, intimidation, and victimisation. Health & Safety is at the core of our activities. Staff with an interest in this area are invited to join the committee which meets regularly, and feedback is supported and encouraged to ensure we maintain high standards that go beyond our legal duty.

Updated April 2024.



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