

Fair Work First Statement

July 2025

Introduction

[Fair Work First](#) is the Scottish Government's flagship policy for driving high quality and fair work and workforce diversity across the labour market in Scotland by applying Fair Work First criteria to grants, other funding and public contracts being awarded by and across the public sector, where it is relevant and proportionate to do so. This policy requires employers to adopt a minimum standard of practice by meeting the following criteria:

- payment of at least the Real Living Wage,
- provide appropriate channels for effective workers' voice, such as trade union recognition,
- to invest in workforce development,
- to avoid zero hours contracts,
- to address workplace inequalities, including pay and employment gaps for disabled people, racialised minorities, women and workers aged over 50,
- to offer flexible and family friendly working practices for all workers from day one of employment; and
- to oppose the use of fire and rehire practice.

How we meet the criteria

Weightmans LLP is already aligned to the 'Fair Work First' practices and are committed to ensuring we remain a fair, inclusive place of work, with opportunities, recognition, progression and success for all.

Payment of at least the Real Living Wage

We have been [Living Wage Foundation](#) accredited since 2022. As part of our accreditation, we also ensure and expect new suppliers and contractors to pay the Living Wage and review this on an annual basis. If a contract met the criteria for reporting for the Real Living Wage, we would incorporate that requirement into our Invitation to Tender documents (ITT).

Provide appropriate channels for effective workers' voice

In line with the review of the Employment Rights Bill on Trade Unions we are considering our policy on Trade Union recognition and right of access when the key measures come into effect.

Whilst we don't have a trade union agreement, we are open to it and employees are advised of the right to be accompanied by a trade union representative during more formal processes. From an engagement point of view, we have following channels for feedback:

- A confidential [speak up support line](#) where individuals can raise issues or concerns, and people they can speak to on a suggestion or concern.

- Staff forums where we have representatives from our business ranging from junior to senior colleagues. Agenda items cover local office activity, firm wide and HR updates and feedback on individual issues/suggestions.
- Quarterly in person town halls led by the firm's Managing Partner, where employees have the opportunity to provide feedback.
- Bi-annual engagement surveys, and we have initiated changes from feedback with further focus groups.
- Monthly 1-1s and annual appraisals with half year reviews that give employees the opportunity to raise concerns, provide feedback and receive information which is cascaded down from board to colleagues.

To invest in workforce development

- To ensure we are inclusive in relation to development, all our people have access to our online learning hub where they can develop current skills or choose a new skill to develop in.
- All our people have a personal development plan which is incorporated in the performance leader (appraisals) online platform, this is reviewed annually and discussed as part of quarterly and annual reviews.
- We have technical training leads who support our case handlers in technical training needs, we have training programmes to cover HR essentials, compliance, core training, Team Manager and various wellbeing initiatives.
- We have 3 leadership development programmes in Engage (junior), Empower (middle), Excelerate (middle to senior), Visionary (Senior leadership) and Judge Business School (Equity Partnership and senior leaders).
- We have coaching programmes for our early careers cohorts to ensure they settle into the roles and have a sounding board. Coaching programmes operate across the firm at all levels.
- We have a mentoring and reverse mentoring programme, which is available for all colleagues.
- All of our training programmes and development support is available via the intranet, and we communicate these on a regular basis.

To avoid zero-hour contracts

We do not operate zero-hour contracts. We also ensure our supply chain does not use zero-hour contracts inappropriately. Our employees have guarantees of work and specific hours as laid out in their contracts.

To address workplace inequalities, including pay and employment gaps for disabled people, racialised minorities, women and workers aged over 50

We operate a Diversity and Inclusion policy alongside an DE&I strategy committee which ranges from senior members (Managing Partner, Senior Partner, HR Director) to junior members (paralegals/trainees) who are DE&I Strand Leads and other groups who are DE&I Champs. We have a dedicated DE&I Manager whose objectives are to review our current strategy, how we are structured and our networks in relation to our DE&I Strands and protected characteristics.

All team managers receive DE&I training annually alongside the HR team with additional roll out of unconscious bias training.

As part of our promotion processes from junior through to senior level recruitment we have reviewed our panels to ensure they are inclusive in relation to our particular strands i.e. gender and BAME, this is to ensure that candidates feel comfortable and can be at their absolute best. We have targets to address diversity in our work force, targets are set against each strand, gender, LGBTQ+, disability and BAME, with an action plan to support us in ensuring we have a diverse workforce.

We work on our gender pay gap and ethnicity pay gap analysis annually with an action plan in place to manage these gaps further. [Gender pay gap report | Weightmans](#). Our remuneration policies and salary structure are underpinned by an analytical job evaluation framework; we have a set of pay principles that managers adhere to and we perform regularly equality audits.

To offer flexible and family friendly working practices for all workers from day one of employment

We offer opportunity to work flexibly from day 1 through our flexible working and hybrid working practices. We offer a work life balance – hybrid working in all our offices with typical full time working hours, and many employees on differing working patterns.

To oppose the use of fire and rehire practice

We oppose the use of fire and rehire practices, believing them to be unethical and detrimental to employees and employee relations. Weightmans will always consult and reach agreement with employees regarding contractual changes. Whilst there is no legal definition of fire and rehire practice, its practices are against Weightmans' values and those of Fair Work First.

Declaration

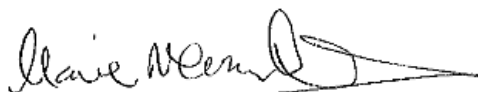
This statement has been approved by the Board of Directors and agreement with our Regional Office Head for Glasgow.



Helen Taylor

HR Director

For and on behalf of the Board of Directors.



Claire McCracken

Regional Office Head

Acting as employee representative