**The SOSE Spotlight podcast**

**Series 1, Episode 3 transcription – Fair Work - why it is important for you and your business**

**Host – Lesley Forsyth**

Hello and welcome to The SOSE Spotlight podcast. Wherever you are, in Dumfries and Galloway, the Scottish Borders or beyond, if you’re a business, entrepreneur, community enterprise or aspiring to be one, this is for you.

We’re South of Scotland Enterprise, and we’re all about helping people in the South of Scotland to thrive, grow, and fulfil your best potential.

Today’s topic is Fair Work.

What is it?

Why is it critical for you and your business?

Why now?

What can you do?

And how can South of Scotland Enterprise help?

I’m Lesley Forsyth and with me today is Seonaid Mann, Fair Work and Equalities Manager at SOSE.

Now we all have an idea of what Fair Work is, but maybe not the specifics and why it's good for both employers and workers and South of Scotland Enterprise has recently launched a new campaign to encourage all businesses across the South of Scotland to adopt Fair Work practices. If I'm a business or worker, what do I need to know?

**Guest – Seonaid Mann**

Well, Fair Working practises aren't really a new concept, Lesley. In fact, they've been around for centuries, and in essence, they're about ensuring that people’s considerations are at the heart of your organisation.

Because by ensuring that everyone within an organisation can have an effective voice, opportunity, security, fulfilment and respect, we're creating improved working conditions for people.

And that leads to increased productivity, a more engaged and motivated workforce and inclusive growth for individuals, organisations and wider society.

So in short, Fair Work is about improving job quality and ensuring that every working person in Scotland has a benchmark of what to expect in their workplace.

**Host**

If you're a business or organisation, it can be intimidating to bringing in changes in the workplace culture when you have so many other things to deal with. Can you recommend any simple practical steps that can help, if you're starting this process?

**Guest**

Well, there isn’t a one size fits all answer to that question.

But first of all you need to understand where you're starting from, and yes that might mean asking some tough questions about whether your people are comfortable to share their ideas freely.

And it might mean having to hear some tough answers. But when you're prepared to do that, you're off to a really good start.

And it will only be successful if you're clear on what it is you're trying to achieve and why you're trying to achieve it.

**Host**

SOSE’s mission alongside its regional partners, is to drive forward Fair Work across the South of Scotland to create a greener, fairer and flourishing South of Scotland. What kind of support can organisations expect from SOSE on the Fair Work journey?

**Guest**

We're doing loads of work at the moment to promote and advocate for Fair Working practices. We run regular half day workshops both online and in person across the region which are designed so that you can walk away with a toolkit of practical steps you can take to help drive Fair Working practises in your organisation.

And all of us at SOSE are trained to open up discussions about Fair Working practises, and if you'd like more in depth support, we can offer one to one consultation and help you to develop a plan that's tailored to your needs.

**Host**

Have you got any good examples of organisations SOSE has supported on their Fair Work journey and the difference it has made?

**Guest**

Well, there's one client we've worked with in the tourism sector and they identified a problem with employee engagement and had challenges with their employees being a bit disconnected to the organisation mission. So they committed to asking their people how they were feeling on a monthly basis and then taking immediate steps to address issues so they can now track their progress over the last two years.

And that employee engagement has increased and they can link that to overall customer satisfaction and see that the two are connected.

**Host**

Finally, Seonaid, what is your message for anyone listening who isn't sure how to embed Fair Work into their workplace culture?

**Guest**

Just come and talk to us. We'd really be delighted to help.

And please don't think it's going to be difficult or expensive to implement because it really doesn't need to be. It's just about shifting the dial on your thinking.

So you're always making sure you've got people considerations at the heart of your decision making.

**Host**

Thank you for coming along today.

And if you are looking for support with a business idea or community project, 1-2-1 coaching, practical learning, or you’re interested in networking events across the South of Scotland, then please get in touch, and come and meet us.

Our website: south of scotland enterprise dot com

Our email address:
client hub at sose dot sco

Or call us on 0300 304 8888. That’s 0300 304 8888.

We’d love your feedback, and please subscribe so you don’t miss our next episode.