



The National Piping Centre Fair Work Commitment

This statement was reviewed on: 19/01/2026 by: Callum Stamper (Commercial Director)

This statement is due for review by: 31/01/2027

The National Piping Centre (NPC) is committed to Fair Work as defined by the Scottish Government's Fair Work Framework, promoting work that offers effective voice, opportunity, security, fulfilment, and respect. We believe Fair Work is essential to sustaining creative excellence, widening access to the traditional arts, and supporting a healthy, inclusive workforce.

NPC is a Real Living Wage Employer, ensuring all staff are paid at least the Real Living Wage. We provide competitive salaries for permanent roles and pay freelance practitioners at or above industry-recommended rates, including Musicians' Union (MU) rates where applicable. All employees are enrolled in a workplace pension, and we are committed to enhanced sick pay and family-friendly policies, alongside flexible and family friendly working practices available to all workers from day one.

We do not use zero-hours contracts. Instead, we offer appropriate and secure contract types that balance flexibility with protection, recognising and supporting portfolio careers within the creative sector. Bespoke employment arrangements are available for creative staff, including flexible working patterns that enable sustainable professional practice. NPC also opposes the use of fire and rehire practices and is committed to meaningful consultation and fair negotiation where organisational change is required.

NPC actively promotes effective voice. Staff are supported to engage through the NPC Employee Forum, alongside being encouraged to contribute ideas, raise concerns, and participate in decision-making through open communication, regular performance reviews, and involvement in strategic planning. We foster a positive, respectful culture where staff feel valued and empowered.

We are committed to fair access to opportunity and progression. We support internal development, succession planning, and ongoing learning, providing funded Continuing Professional Development (CPD) for staff in line with role and need. We invest in the next generation of creative practitioners through paid work

experience and employment opportunities. We also support flexible working arrangements and reasonable adjustments within career development and progression pathways, ensuring that all staff can access opportunities in a way that meets their individual needs and circumstances.

NPC is committed to addressing pay inequality and tackling the gender pay gap. We have made measurable progress, reducing our gender pay gap from 9.5% three years ago to under 5% as of 2026, and we will continue to take action to ensure fair and equitable pay across all roles.

Equality, dignity, and respect underpin all our Fair Work practices. We work to remove barriers to employment and progression in line with our EDI and Anti-Racism policies, and we provide an inclusive working environment that supports wellbeing, learning, and growth.

NPC is committed to continuous improvement and is working towards achieving Gold Investors in People accreditation by 2028. Oversight of Fair Work sits with senior management and the Board of Trustees, ensuring accountability and alignment with Fair Work First guidance.