

## **The National Piping Centre Fair Work Policy**

**This policy applies to: Staff and Freelancers**

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

**This policy is due for review by: 31/01/2027**

**National Piping Centre (NPC)**

**Environmental Sustainability Policy**

**The National Piping Centre**

**Fair Work Policy**

### **1. Introduction and Context**

The National Piping Centre (NPC) is committed to embedding Fair Work principles across all aspects of its employment, freelance engagement, and organisational culture. As a charitable organisation and a national centre for piping and traditional arts, we recognise that how we treat our workforce is fundamental to delivering artistic excellence, widening access, and sustaining the sector.

This policy is informed by the **Scottish Government's Fair Work Framework** and **Fair Work First guidance**, which define Fair Work as work that offers **effective voice, opportunity, security, fulfilment, and respect**. NPC is committed to continuous improvement in all five dimensions and to applying these principles proportionately across permanent staff, casual workers, freelancers, and creative practitioners.

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### **2. Fair Pay and Reward**

NPC is committed to fair, transparent, and sector-appropriate pay.

- We are a **Living Wage Employer** and ensure that all directly employed staff are paid at least the **Real Living Wage**, in line with Living Wage Scotland and Scottish Government expectations.
- We pay **competitive salaries** for permanent staff roles, benchmarked against sector norms where possible.

- Freelance workers are paid at least **industry-recommended rates**, including **Musicians' Union (MU) rates** where applicable.
  - Project work is costed and funded using **industry body recommended rates**, ensuring fair compensation and sustainable working practices across the sector.
  - All employees are automatically enrolled in a **workplace pension scheme**.
  - We are committed to providing **enhanced sick pay and maternity, paternity, and parental pay**, recognising the importance of security and wellbeing.
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### 3. Security and Appropriate Contracts

NPC seeks to balance flexibility with security, recognising the realities of portfolio careers within the creative and cultural sector.

- We do **not use zero-hours contracts**.
  - We employ a range of contract types, including permanent, fixed-term, and casual contracts, designed to provide **maximum protection and clarity** for both the organisation and the individual.
  - We actively support **portfolio working**, where individuals combine employment with self-employed creative practice.
  - Bespoke employment packages are available for creative staff, including options such as **working 10 months out of 12**, enabling flexibility and sustainability for portfolio careers.
  - Contractual arrangements are kept under review to ensure they remain fair, lawful, and fit for purpose.
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### 4. Effective Voice and Employee Engagement

NPC believes that Fair Work depends on meaningful participation and dialogue.

- All team members are encouraged and empowered to **speak up**, share ideas, raise concerns, and contribute to decision-making.
- A variety of **formal and informal forums** exist to ensure staff voices are heard across the organisation.
- Staff are represented in strategic discussions and are actively involved in **planning for the organisation's future**.

- Performance reviews are conducted **openly, honestly, and transparently** at least once per year.
  - We foster a culture of trust, collaboration, and shared ownership, where staff feel confident that their views are valued and acted upon.
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## 5. Opportunity, Progression, and Development

NPC is committed to providing fair access to opportunity, progression, and lifelong learning.

- We actively support **internal progression and succession planning** across creative and non-creative roles.
  - All full-time staff receive a minimum of **16 hours of fully funded Continuing Professional Development (CPD)** per year, with additional support available based on organisational or individual need.
  - Creative team members receive a minimum of **26 hours of fully funded CPD**, with an aspiration to increase this by **50% by 2028**.
  - Part-time and casual staff receive training appropriate to their role, often leading to wider opportunities within and beyond the organisation.
  - Personal and professional development is viewed as an **investment**, not a risk to employment.
  - We invest in the **next generation of creative practitioners** through paid work experience, teaching roles, and employment opportunities.
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## 6. Equality, Inclusion, and Respect

NPC is committed to Fair Work that is inclusive, equitable, and respectful.

- We actively work to **remove barriers to employment and progression**, in line with our **EDI Policy**.
- We provide an inclusive working environment for disabled people and those with access requirements, focusing on learning, adaptation, and opportunity.
- All staff are treated with dignity and respect, and discriminatory behaviour is not tolerated.
- We support positive action where lawful, to widen access and ensure fairness across the organisation.

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## 7. Health, Safety, and Wellbeing

The wellbeing of our workforce is central to Fair Work.

- We maintain a **Health and Safety Committee** with representation across job roles and levels of seniority.
- Staff are encouraged to raise health and safety concerns and are confident these will be addressed promptly and appropriately.
- We recognise the importance of mental wellbeing, work-life balance, and safe working environments, particularly in a sector that often involves irregular hours and emotional labour.

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## 8. Fulfilment, Purpose, and Organisational Culture

NPC recognises that fulfilment and purpose are core to Fair Work.

- We support staff to experience the **social and cultural impact** of our charitable work by engaging with programmes and activities across the organisation.
- We are proud to employ musicians and creatives across teaching, performance, and operational roles, providing real pathways from learning to professional practice.
- We foster a workplace culture that values creativity, collegiality, shared learning, and mutual respect.
- As a charity, we encourage a culture of **efficiency, responsibility, and continuous improvement**, recognising that every pound saved strengthens our public benefit.

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## 9. Continuous Improvement and External Standards

NPC is committed to continuous improvement in Fair Work practice.

- We are working towards achieving **Gold level Investors in People accreditation by 2028**, reflecting our commitment to workforce development and excellence.
- We regularly review our employment practices to ensure alignment with **Scottish Government Fair Work First guidance**.
- Fair Work principles are embedded across related policies, including EDI, Anti-Racism, Health & Safety, and Learning & Development.

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## 10. Governance and Review

- Responsibility for Fair Work sits with the **Senior Management Team**, with oversight from the **Board of Trustees**.
- This policy will be reviewed regularly to ensure it remains relevant, effective, and aligned with national guidance and sector best practice.