



Fair Work First Statement

We confirm that Farmer Jones Academy, are dedicated to adhering to the principles of Fair Work Practices as a fundamental aspect of their operations and culture. Their commitment to fostering an inclusive, equitable, and respectful working environment is demonstrated through their robust action plans and strategic initiatives. These include ensuring effective voice through regular appraisals and meetings, supporting career development and progression, maintaining security with fair pay policies, and offering flexible working conditions that accommodate the diverse needs of their employees.

We have implemented several key measures to ensure our compliance with Fair Work Practices, including:

- Bi-annual appraisals and regular team meetings to ensure effective communication and employee engagement.
- A strong emphasis on workforce investment and continual professional development, supported by clear career maps and accessible development opportunities.
- A steadfast commitment to the Real Living Wage and equitable pay policies, alongside proactive measures to eliminate gender pay gaps and oppose unfair employment practices.
- Promotion of flexible and family-friendly work arrangements from day one of employment.

These initiatives are reviewed regularly to ensure they remain effective and are aligned with the latest standards and expectations of Fair Work Practices. Their approach not only aligns with regulatory frameworks but also significantly enhances employee satisfaction and productivity, leading to a highly motivated, engaged, and retained workforce.

This statement reaffirms Farmer Jones Academy's commitment to the principles of Fair Work, reflecting our dedication to the well-being and professional growth of our team.

Ashley Ross (Centre Manager)
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