

Living Wage and Fair Work First Statements

Living Wage

Artichoke is a long-standing member of the [Living Wage Foundation](#). We pay all London-based staff at least the London Living Wage. This is significantly above the Government's Minimum Wage and National Living Wage.

When working outside of London, Artichoke's core team expands and all temporary staff are paid the real Living Wage.

Artichoke aims to foster an environment where employees and their families can thrive, advancing their careers through training, education and skills development. By ensuring fair wages and secure working conditions, Artichoke can support the social mobility of their workforce, enabling them to focus on professional growth without the burden of financial stress.

Fair Work First

When working in Scotland, Artichoke is committed to ensuring fair working practices are in place in support of Fair Work First.

Fair Work First is the Scottish Government's flagship policy for driving high quality and fair work across the labour market in Scotland by applying fair work criteria to grants, other funding and contracts being awarded by and across the public sector, where it is relevant to do so.

Artichoke's fair working practices, as outlined by the Scottish Government:

- Artichoke pays at least the real Living Wage to all employees and is accredited by the Living Wage Foundation
- Staff are provided with appropriate channels for effective workers' voice, such as the Inclusivity Working Group. There is opportunity for regular 1:1 open and two-way dialogue between line managers and their direct reports. This dialogue exists separately to standard performance review processes. Staff surveys are also regularly undertaken. Feedback is provided to the workforce with actions created and implemented to address this
- Artichoke aims to develop a skilled, sustainable workforce by undertaking effective planning, recruitment and training for all staff
- Artichoke does not use zero-hours contracts
- Artichoke remains committed to creating a diverse and inclusive workplace and is proud to be a women-founded charity with a majority female workforce
- Artichoke offers flexible and family-friendly working practices for all workers from day one of employment
- Artichoke does not engage in 'fire and rehire' practices under any circumstances