



Dynamic Earth – Fair Work Statement

The Edinburgh Science Centre & Planetarium delivers an outstanding science engagement experience at our centre and across Scotland. This quality of engagement is down to the passion and care shown by our staff team who love what they do and the impact their efforts achieve.

As a professional charity we take our employment responsibilities very seriously. For this reason, we consider achieving the Fair Work First criteria as essential. Examples of the approach taken at Dynamic Earth include:

Effective Voice - We run regular meetings with colleagues across the organisation to review a wide range of employee matters. We also run an annual staff survey to give colleagues an opportunity to celebrate what they see as great and to highlight any areas of concern they have. The results are shared with our Board of Trustees and an action plan is prepared each year to address any areas for improvement highlighted by the survey.

Opportunities – We invest in people development and promote opportunities for staff to progress within the organisation including opportunities to upskill in multiple business areas. Dynamic Earth is committed to fostering an inclusive culture within the organisation as demonstrated through our employee led Equality, Diversity and Inclusion group.

Security – We provide security of employment, work and income including benefits such as sick pay and pension. We ensure that our contracts are clear and that there is no inappropriate use of zero-hour contracts. These are only used for legitimate and appropriate reasons, for example seasonal work and peak trade. Dynamic Earth also offer the same base wage for all employees regardless of their age.

Fulfilment – We offer a range of benefits to ensure employees feel fulfilled both in and out of work. This includes professional development, access to gym memberships and our Employee Assistance Programme where employees and their families can access free, confidential support. We embrace flexibility where possible by supporting our workforce to work at the time and in the location that best meets the needs of the organisation and employee where allowed by their role.

Respect – We continually strive to ensure that all employees of Dynamic Earth feel respected across all levels of the business. We demonstrate this through our internal policies and procedures alongside employee led committees.

At Dynamic Earth, we oppose the use of fire and rehire practices.