

Employer's Pledge:

Member of the Scottish Parliament



The Scottish Parliament
Pàrlamaid na h-Alba

We're committed to creating a safe, respectful and inclusive working environment where everyone can thrive, and where employers work together to uphold consistent standards.

- 1** We value our staff by building an open and inclusive speak-up culture, investing in learning and development, and paying at least the real Living Wage.
- 2** We take a proactive, preventative approach by identifying and reducing risks, challenging inappropriate behaviour, supporting one another, and holding each other to account. We do this collectively while each employer remains individually responsible for meeting Parliament-wide standards.
- 3** We lead by example by setting clear expectations and acting quickly, fairly and transparently when standards are not met.
- 4** We make it easy and safe to speak up by providing clear and confidential ways to raise concerns, and by ensuring issues are handled independently, promptly and with zero tolerance for victimisation.
- 5** We meet our safeguarding duties by protecting children and vulnerable adults and responding swiftly and appropriately to any concerns raised.

These commitments apply from today and reflect our shared responsibility to maintain a safe, respectful and inclusive culture across Parliament.



The office of: _____

Signed: _____ **MSP**

