

Fair Work First – KNG Partnership Statement

As a small management consultancy, KNG Partnership recognise that our consultants and contractors are our greatest asset.

We are committed to the Scottish Government's Fair Work First criteria to ensure a supportive, inclusive, and high-performing workplace. While at present we only employ consultants our aim is to introduce a hybrid model in the next two years, including the following

1. **Effective Employee Voice:** Despite our small size, we maintain a flat structure where all consultants participate in monthly strategic briefings. We use "open-door" digital channels for real-time feedback on workload and project delivery.
2. **Investment in Workforce Development:** We will allocate a dedicated annual budget for professional accreditation and provide "protected time" for consultants to engage in peer-to-peer knowledge sharing and industry research.
3. **No Inappropriate Zero-Hours Contracts:** We do not, and will not, use "if and when" contracts for core consultancy delivery.
4. **Action to Tackle the Gender Pay Gap & Create a Diverse Workplace:** We will use blind recruitment processes for new associates and monitor our gender balance at the senior consultant level. We are committed to a diverse supply chain when subcontracting specialist work.
5. **Payment of the Real Living Wage:** We will ensure all staff—including interns and administrative support—receive a fair hourly rate above the statutory minimum.
6. **Flexible and Family-Friendly Working:** We operate a "digital-first" model, allowing consultants to choose their working location and adjust hours around client needs and personal commitments (e.g., childcare or caregiver duties).
7. **Opposing Fire and Rehire:** we commit to meaningful consultation for any changes to terms and conditions, prioritising job security and transparent communication during economic shifts.