ARCH is committed to promoting and continuously advancing fair work and working conditions for both salaried and freelance staff employed on ARCH projects.

It therefore:

* Embeds these commitments in all it undertakes, specifically in its contracts, reflecting fair pay and conditions, job security, opportunity and safety. All salaried staff and contracted persons will receive at least the Real Living Wage.
* Ensures that all workers are provided with appropriate channels for effective voice.
	+ All employees will have a nominated line manager on the Board, but may also consult other Board members, ideally the Chair in the first instance, if they feel they cannot voice concerns directly to the nominated line manager.
	+ If there are three or fewer employees, they will be invited to attend Board meetings to voice opinions.
	+ If ARCH employs more than three employees, a staff forum will be formed, with regular meetings to forward ideas and concerns to the Board.
	+ If employees are members of trade union/worker representation organisation, ARCH will ensure there are good channels for dialogue.