



## **Background Information about Scottish CND**

The Scottish Campaign for Nuclear Disarmament (SCND) is a membership-funded organisation, overseen by an executive committee elected annually at the AGM. The small staff team operates within an unusual working environment which may include executive officers and volunteers who have special interest in particular areas of work within the broad framework of SCND's main goals.

Scottish CND's employees are expected to have respect for members' aspirations for the campaign. The organisation is funded by membership fees, donations from and sales to members. They are the campaign and provide resources for the work. The executive is elected from the membership to carry out the campaign on their behalf. As a campaigning organisation, the members' expectations are that employees will share enthusiasm for global and national nuclear disarmament and pursue these in accordance with resolutions passed at the organisation's annual general meeting.

In the context of support for staff, formal or informal training opportunities may be requested through an approach to the line manager and/or the HR Group. SCND may allow staff to utilise a "buddy system" at the discretion of their line manager if a member of staff requests it. Many of our members and executive officers have considerable influence on the impact and reach of SCND's campaigning activities through their public profile, academic understanding and lived experience. Many international actions and events that staff can access are educational. There are similarly learning opportunities in Scottish CND's dense connections to the civil society of Scotland and our links to wider campaigns around issues of justice for all peoples and protection of the planet for all species.

Reasonable out-of-pocket expenses can be reimbursed if these are agreed in advance with the treasurer and line manager.

It is in the nature of our work and staffing structure that flexibility with working hours is required, involving some weekend and evening working and role sharing in certain areas of campaigning and administrative procedures. This is generally arranged under the guidance of the senior member of staff. During intense periods of campaigning that arise during a national or international crisis, or (for example) a general election additional hours may be requested, but this would not be mandatory. These optional extra hours would be paid or possibly subject to time off in lieu arrangements.

Scottish CND has a review process for safeguarding and anti-discrimination policies and seeks to be a fair employer applying the principles of peace, justice, human rights and environmental responsibility to the way we work as well as to our aims and objects as a campaign.