



WORKING AT **FIRSTPORT**

Our culture, values
and approach to
work.



About Us

**We are the first port
of call for social
entrepreneurs.**

Our mission is to make
social enterprise accessible,
achievable and aspirational.

OUR VALUES

THE GENES THAT GOVERN OUR CULTURE

Our values are not imposed from on high, stuck on the walls, and forgotten about. They are the result of an inclusive, collaborative, and deeply introspective exercise. Our values define the behaviours that we aspire to. We recognise and celebrate when we see them in action.

Our values are in everyday use as a benchmark for feedback and recruitment. Adherence to our values is as important as fulfilling our job descriptions.

Here are our headline values and some examples of the behaviours through which we make them meaningful.

We never give up on someone and will always provide support when required.

RESPECT

We take personal responsibility for our client's experiences.

AMBITION

We approach every client with a positive mindset, respecting their idea and looking for opportunities to help them.

COMMITMENT

We are understanding and mindful of the power dynamics when entering conversations.

ACCOUNTABILITY

We choose the difficult path when it fits what we believe in.

PURPOSE

HOW WE WORK AT A GLANCE

We are a team of **23**, living across Scotland, England and Mozambique.*

How we work on a day-to-day basis is shaped by **trust, autonomy and responsibility**. We keep rules to a minimum and encourage working practices that are right for each staff member and those they work with.

80% of our leadership team are women raising young families. They role model various working styles and patterns that fit around their home life and caring responsibilities and help them prioritise their health and wellbeing. Everyone is encouraged to do the same.

We are a remote-first organisation. This means our main place of work is home, but we have access to a shared office space in Edinburgh. We also facilitate teams coming together in other local areas.

While remote working works, **bringing the team together** in person is essential too. We have four staff days each year, plus a range of optional social events.

Everyone has the legal right to request flexible working patterns from day one. We are open to all types of requests that allow staff to balance their life. Current patterns include part-time, school hours, term time and compressed hours.

We are a **Real Living Wage** employer. Our current gender pay gap is **1.95****

*As of July 2025.

**The gender pay gap is the difference between average hourly earnings of men and women, usually shown by the percentage men earn more than women.



EMPLOYEE BENEFITS

HOLIDAYS

A generous holiday package with 33 days annual leave entitlement and office closure the days between Christmas and New Year.

PENSION SCHEME

PREGNANCY & MATERNITY

Enhanced maternity pay and paid time off whilst undergoing IVF treatment, up to a maximum of five days per cycle.

EMPLOYEE ASSISTANCE PROGRAMME

The programme provides access to a range of support relating to work/life balance, physical, emotional, and mental health.

BIKE TO WORK SCHEME

FLEXIBLE WORKING

**WE ASPIRE TO BE A PROGRESSIVE
ORGANISATION, CHALLENGING THE
TRADITIONAL WAYS OF DOING BUSINESS.**

OUR COMMITMENTS & ACCREDITATIONS



Investors
in Diversity
Silver UK

SMALL CHARITIES

Until
February
2027



We thank you for your interest in joining our team. If you have any questions about our culture, ways of working or benefits, please contact us by email or phone.

We look forward to receiving your application.