

**Declaration at application stage confirming compliance with Fair work guidance and provision of effective workers voice**

We, Selkirk Regeneration SCIO, confirm that in applying for CARES funding we are acting in accordance with the Scottish Government's [Fair work guidance](#) and we specifically confirm the following:-

- 1. If we have a website we have included a short statement on it confirming that all our staff (if any) are paid at least the real living wage and are given appropriate channels for effective workers voice as defined in the Fair work guidance.
- 2. We confirm that all our staff (if any) are paid the real living wage and we will continue to pay all our staff this over the course of any work funded by CARES. If funding is awarded we accept that The Energy Saving Trust as the lead partner of Local Energy Scotland consortium that delivers the CARES contract may require us to evidence this.
- 3. We adhere to the requirements in the [Fair work guidance](#) for effective workers voice. If we have less than 21 paid workers we confirm that there is an opportunity for regular 1:1 open and two way dialogue between line managers and their direct reports for all our employees (if applicable) and that this dialogue exists separately to standard performance review processes. We agree to notify The Energy Saving Trust if we have more than 21 paid employees before submitting our CARES application for a funding decision and in this case we understand further guidance will be provided by the Energy Saving Trust as requirements to evidence effective workers voice are more detailed where more than 21 staff employed.
- 4. Where no staff are employed by the applicant organisation and no staff are employed over the course of the work funded by CARES in the event the application is successful points 1,2 and 3 shall not apply and just the authorised signatory of the applicant organisation is required to sign as below.

Signed  (authorised signatory)

Name: David Bethune

Position: Treasurer, Selkirk Regeneration SCIO

Date: 3/7/25

Signed ..... (workers' representative, if applicable)

Name:

Position:

Date: