

# Bright Start Breakfasts Fund

## Guidance Notes





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## Introduction

Evidence shows that a healthy breakfast at the start of the school day ensures children start school ready to learn. Access to a nutritious breakfast supports improved outcomes for children across a range of indicators from health and wellbeing to behaviour, attendance and attainment in the classroom, as well as addressing issues of food insecurity and poverty for families. Emerging evidence suggests that breakfast club provision supports increased attendance by up to 20%.

The provision of before-school childcare can also enhance the employability potential for some parents and alleviate the stress associated with organising before-school childcare or supervising children. Combining this with the provision of food will also reduce costs for some families. Nearly 50% of primary and special schools in Scotland already provide access to breakfast, which includes breakfast clubs, grab-and-go provision, and classroom-based options.

Announced in the 2025/26 Scottish Budget, the Scottish Government is investing £3 million to expand access to breakfast clubs, helping more primary school children and children who attend special schools get a healthy start to their day. The initiative will also support families with childcare, enabling more parents to get to work in the morning.

The **Bright Start Breakfasts Fund** will provide funding for existing breakfast clubs to expand their provision and support the establishment of new breakfast clubs where needed in the 2025/26 academic year. Funding will be focused on helping those families who need it most.

Inspiring Scotland is the fund manager for the Bright Start Breakfasts Fund. These guidance notes provide information on how to apply for funding and where to get support with your application.

## Aim of the Bright Start Breakfasts Fund

The aim of the Bright Start Breakfasts fund is to build on existing levels of breakfast provision and expand access to breakfast clubs across Scotland to primary school children and children who attend special schools.

Funding will support existing breakfast clubs to expand their provision, as well as support the establishment of new breakfast clubs.

Funding will be prioritised towards families who need it most based on income or risk of living in poverty. It will also be focused in areas where access to a breakfast club is most needed.



## The difference the Bright Start Breakfasts Fund will make

The Bright Start Breakfasts Fund will deliver and support breakfast clubs that combine access to a healthy, nutritious breakfast with before-school childcare, activities, and supervision. This will enable early drop-off for parents to assist them with work or studies, contributing to the Ministerial commitment to building a year-round system of school-age childcare.

It will support families who need it most, including those on the lowest incomes and the priority family groups most at risk of living in poverty, as outlined in [Best Start, Bright Futures](#), the Scottish Government's Tackling Child Poverty Delivery Plan. It will provide access without regard to their ability to pay, including provision of free or subsidised low-cost service.

This work contributes to the Scottish Government's national mission to eradicate child poverty. It will improve access to healthy food, improving outcomes, relieving financial pressure for families. As such, applications will need to evidence how any expanded or new service will contribute to reducing poverty for families and how delivery will be weighted towards families on low-income.



# Applying for Bright Start Breakfasts

## Who can apply

Breakfast club delivery arrangements can vary and may include:

- clubs delivered by schools
- clubs delivered by a provider (outside of the school estate)
- clubs delivered in partnership with a school

A wide range of organisations may be involved in delivering breakfast clubs through Bright Start Breakfasts. Delivery models should be appropriate to the needs of the families they intend to support and will likely differ based on local circumstances.

The Bright Start Breakfasts fund is therefore open to a wide range of applicants, including:

- Primary Schools\*
- Special Schools\*
- Local Authorities
- Third Sector organisations
- Registered childcare providers
- Activity providers
- Parent or volunteer groups
- Childminder services

You will also need:

- A bank account set up in the name of the applicant
- A lead contact who is available for communication about the application and potential grant offer over the summer period. (see Fund [Key Dates](#))

\*Applicants from primary schools and special schools should have agreement from the relevant education authority and provide the contact details of the local Education Manager as part of their application.

It may simplify the process for Local Authorities to submit applications on behalf of their schools, particularly where more than one school wishes to apply. We recommend that schools consult with the relevant education authority before implementing any plans. Refer to the guidance below for information on applying for multiple clubs.



## Applying for multiple breakfast clubs

Applications can be made for one or several breakfast clubs. All applications should be to expand existing provision or support the development of new Clubs.

Funding decisions will be made on each of the individual breakfast clubs included in any application. Please note that funding may be offered for some, all, or none of the identified Clubs within the application, depending on the alignment of the Club and the expansion plans with the Fund's priorities.

If you are applying for multiple breakfast clubs, you will need to answer application questions for each breakfast club, including the name of the primary or special school and community in which the Club is located. You will also need to specify how much of your funding application is allocated to each Club.

The online application form will allow you to do this, and you will be prompted to '**Add another breakfast club**', which you should complete for as many as relevant.

## What can be applied for

Bright Start Breakfasts funding must be used to **expand** access to breakfast clubs for primary school children and/or children who attend special schools, either by enhancing existing clubs or by creating **new clubs**.

**Funding should not be used to fund or subsidise the costs of existing breakfast club provision or places.**

Eligible activities for funding include:

- Setting up and establishing a new breakfast club
- Increasing the running time of an existing club
- Increasing the number of places available at an existing club
- The addition of childcare and/ or activities, where currently only breakfast food is provided
- Increased resources to support expansion, i.e., staff, equipment

Eligible costs that can be included in the application budget include:

- Staff costs (e.g., breakfast club supervisors and assistants) and associated costs, including training
- Equipment
- Food costs
- Cleaning costs
- Rent costs
- Transport costs
- Management costs



## How much can be applied for

Applicants should apply for the funding they need to expand or develop the breakfast club(s) and submit a clearly defined budget that outlines how they intend to spend the funding. Funding must be used for delivery during the 2025/26 academic year; therefore, any amount granted to a successful applicant must be spent within this timeframe.

We recognise that the expansion or development of the club will incur different costs, depending on the location and needs of the community and school. We are not restricting the amount of funding you can apply for. As a guide, we anticipate that the average grant per breakfast club will be **between £8,000 and £12,000** per breakfast club for the 25/26 school year.

As the fund aims to increase access to breakfast clubs for as many families and children as possible, smaller funding requests may increase the likelihood of a Club being funded, as it allows us to distribute resources more widely.

Applicants are encouraged to consider how they will embed sustainable solutions that could support ongoing delivery beyond the life of the fund.

## Need for the breakfast club expansion or development

In the application, you will be asked about the need for expansion or development of the breakfast club(s) for which you are applying. This could include:

- The current service is full
- There is a waiting list
- Expansion/ provision of free, or subsidised, places for families who need it
- There is no breakfast club in the area
- Other feedback or surveys that identify the need to expand or develop a Club

As part of the application, you will be asked to demonstrate how you intend to use funding to expand access for the most disadvantaged children.

## Breakfast club location

Bright Start Breakfasts-funded breakfast clubs can operate from any accessible location. This includes:

- Primary school
- Special school
- Community venues including greenspaces
- Childcare settings

Where clubs are not operating on school premises, they **must** be accessible and include clear drop-off arrangements and transport for children to travel safely to school from community-based settings, which could include walking buses.





## Breakfast Club funding models

We know that the current landscape of breakfast club provision across Scotland is mixed, with a range of delivery models in place depending on local need and circumstances. Often, these delivery models are already supporting communities effectively, and Bright Start Breakfasts aims to build on this by recognising and supporting the diversity of provision and the benefits it brings.

Bright Start Breakfasts funding can be used support a variety of breakfast club models, including:

- Free places at breakfast clubs
- Subsidised places, where families contribute a proportion of the costs
- Paid places
- Mixed models, such as those combining free food with paid childcare

## Bright Start Breakfasts Fund Priorities

The Fund aims to expand access to breakfast clubs across Scotland, with priority given to areas where a breakfast club is most needed, and for Clubs that are increasing access for children and families who are most at risk of living in poverty.

Bright Start Breakfasts Fund clubs will be expected to offer free or subsidised places wherever possible to those who would otherwise be unable to afford to pay.

## Breakfast Club provision for those who need it most

In the application form, we will ask you to:

- confirm the location, the primary/special school(s) and community that the breakfast club is supporting
- Tell us about how you have identified the need for the club locally
- Tell us how the Club will support the priority family groups that have been identified as being at the highest risk of child poverty

The Scottish Government website has information on the six priority family types that continue to be at the highest risk of child poverty: lone parent families, minority ethnic families, children in families with a disabled person, children in families with three or more children, families with a child under one year old, and families where the mother is under 25 years of age.

See: <https://www.gov.scot/publications/tackling-child-poverty-priority-families-overview/pages/poverty-rates-amongst-priority-family-types/>

You will also be asked how you will identify the children and families who are most in need of the breakfast club(s) you are applying for, and to demonstrate how you intend to use funding to expand access for disadvantaged children. In all instances, funded applicants will be expected to collaborate with schools, local authorities, and third-sector organisations to identify children and families who are most in need.





# Breakfast club delivery requirements

## Provision before the start of the school day

Breakfast clubs combine the provision of healthy and nutritious breakfast food with supervision or childcare of children before the school day. Typically, this is scheduled for a minimum of 30 minutes before the start of the school day

Breakfast clubs funded through Bright Start Breakfasts must operate immediately before the start of the school day. The following requirements apply:

- Operating hours: Breakfast clubs should operate at least 30 minutes before the start of the school day (usually for less than 2 hours)
- Term time: Clubs must run during school term
- Primary age focus: Provision should be targeted at primary school-aged children and/or children who attend special schools.

Clubs should ensure that a nutritious breakfast is available to all children who need it. We encourage clubs to consider arrangements for late arrivals or children who may require access to food close to the start of the school day.

## Accessible and inclusive clubs

All Bright Start Breakfasts funded clubs should aim to minimise barriers to access, for example by ensuring breakfast clubs are welcoming, inclusive and flexible enough to meet the needs of families with complex circumstances (i.e. late arrivals, transport challenges, Additional Support Needs).

## Provision of high-quality and safe clubs

Applicants must ensure that they follow the relevant rules and regulations governing breakfast club provision, as determined by the legal basis of their Club and the location of the provision (on or off school premises).

It is the applicant's responsibility to ascertain which regulations pertain to their service and ensure compliance.

You will be asked if the breakfast club you are applying for is registered with the Care Inspectorate. A service of under two hours is not required to be registered with the Care Inspectorate. If it is not, you can still apply; however, before any funding is agreed and any payments are made, you will need to provide evidence that the Club has:

- A Safeguarding Children Policy
- All staff and volunteers are Protecting Vulnerable Groups (PVG) scheme members
- Staff are certified to handle and/ or prepare food

See Appendix [A1. Breakfast club delivery requirements](#) for more information on the above requirements.



## Breakfast Club food management and provision

Breakfast clubs funded through Bright Start Breakfasts will provide a healthy and nutritious breakfast for children. Breakfast clubs should apply the standards set out in [Healthy eating in schools: guidance 2020 - gov.scot](https://www.gov.scot/publications/healthy-eating-in-schools-guidance-2020/pages/1-1-introduction.aspx) regarding food served at all times other than lunch of the primary school day (a summary can be found on page 20-21).

Breakfast clubs that operate on school premises may be subject to inspection by Education Scotland's Health and Nutrition Inspectors (HNI) in the school in which they are located. HNI evaluate the quality of nutrition across the school day during a sample of routine school inspections.

## Expectations of successful applicants

### Timescales for the delivery of breakfast club provision

Funding is for the delivery of breakfast clubs in the 2025/2026 school year. It is therefore expected that the delivery of the expanded or new activity will begin as close to the start of the school year in August 2025 as possible. When a new club is being established, there will be some flexibility to allow for the necessary setup time and to ensure all safeguarding measures are in place. However, it is expected that all Clubs will be operating by October 2025.

### Reporting on expenditure of funding and progress

We aim to keep reporting on any Bright Start Breakfasts grant you receive as straightforward and proportionate to the amount of funding received. We will require a level of engagement with successful grant holders, however, to ensure the funding programme runs smoothly. This will include:

- Contact to request the provision of information to comply with grant terms and conditions
- Contact to request the provision of necessary information to make grant payments (including bank details and finance contact details)

The Bright Start Breakfasts Fund team at Inspiring Scotland will also be in touch for virtual progress check-ins. Successful applicants will be expected to provide:

- mid-point and end-point expenditure and progress updates. This will primarily consist of light-touch quantitative data regarding the funded expansion, however,
- we will also seek case studies and feedback on the difference funding has made.

Mid-point expenditure update reports will also be used to trigger the second tranche of grant payment in line with Club progress.



## Fund outcomes

You will be asked in the application form to select the 'outcomes' that the breakfast club will contribute to. The Fund's outcomes refer to the anticipated differences for children and families resulting from the funding.

For the Bright Start Breakfasts Fund this includes:

### Children

- Have increased opportunities for play
- Have increased attendance at school
- Have increased attainment at school
- Have better access to healthy, nutritious food

### Families/parents/ carers

- have improved employability potential
- have reduced stress related to childcare
- have reduced cost of food

We won't expect you to measure and report on progress towards these outcomes at a Club level, but we may ask you about the difference you have seen or are aware of related to these outcomes as part of our interaction with you. This may take the form of a brief survey or occur through other interactions and visits.

## Support for Clubs and each other

Over the funding year, Inspiring Scotland will facilitate peer-to-peer learning events and opportunities for Clubs to meet and discuss delivery. There will also be access to support and information via the Inspiring Scotland Bright Start Breakfasts team, website, mailing list and Specialist Volunteer Network.

## How to apply

Applications to the Bright Start Breakfasts Fund can be made via an online form accessed here:

[Bright Start Breakfasts Application](#)

Applicants will need to upload a budget as an attachment to the application. A template is available on the fund webpage here:

<https://inspiringscotland.org.uk/fund/bright-start-breakfasts/>

A Word version of the online application is available on the fund webpage here:

<https://inspiringscotland.org.uk/fund/bright-start-breakfasts/>

Please use the Word version to **prepare** your application and submit your completed application via the **online** form by **midday Monday 2<sup>nd</sup> June**.



If there are barriers to you applying online, please get in touch with us.

You can contact us by email:

brightstartenquiries@inspiringscotland.org.uk or by telephone: 0131 442 8740

Once you have submitted your application, you will receive confirmation it has been received.

## How funding decisions will be made

Once all applications have been received, the team at Inspiring Scotland will review for completeness, eligibility, and the budget information to ensure a clear understanding of the proposed use of any Bright Start Breakfasts Fund grant.

**Due to the time scales associated with the funding programme, where applications are submitted incomplete, it is unlikely that they will be considered for funding.**

Information from the application will then be reviewed alongside all other applications received.

Funding decisions will be made and grants offered to the mix of Clubs that best meet the priorities of the Fund, supporting families who are most at risk of living in poverty.

This includes:

- Expansion and development of clubs situated in areas that have little or no existing provision.
- Expansion and development of clubs that support schools with a high number of families and pupils living in the most deprived areas
- Expansion and development of clubs supporting schools with high levels of Additional Support Needs

We will use available information about schools and their pupil rolls, such as the [School level summary statistics - gov.scot](https://www.gov.scot/publications/school-level-summary-statistics-2018-19/pages/1-10.aspx) as well as Scottish Indices of Multiple Deprivation, Urban/Rural classifications, and Pupil Equity Funding allocations, to help prioritise applications.

We will also look at geographic coverage to ensure the Bright Start Breakfasts fund has a national reach.



## Key Dates

- Bright Start Breakfasts Fund opens for applications: **Wednesday, 14<sup>th</sup> May 2025**
- Support available for applicants: **14<sup>th</sup> May to Friday 30<sup>th</sup> May 2025**
- Deadline for applications: **noon Monday, 2<sup>nd</sup> June 2025**
- Decisions communicated: **13<sup>th</sup> June 2025**
- Grant offers made: **from 13<sup>th</sup> June 2025**
- Initial payments made to successful applicants: **From August 2025** on receipt of signed grant agreements, bank details and information required as a condition of funding.
- Expanded and new breakfast clubs start delivery: **From August 2025**
- Progress check-in with new clubs: **October 2025**
- Midpoint progress and expenditure reviews: **January 2026**
- End of grant progress and expenditure reviews: **June 2026**

## Support available

If you have any questions while planning your application, please email [brightstartenquiries@inspiringscotland.org.uk](mailto:brightstartenquiries@inspiringscotland.org.uk).

### Video

To support you in preparing your application and to help answer questions you may have, we have prepared a short video overview of the fund's aims and application process. You can find this on the webpage here:

<https://inspiringscotland.org.uk/fund/bright-start-breakfasts/>

### Frequently Asked Questions

Please check the Frequently Asked Questions (FAQS) on our website for more information that may be helpful. We will continue to add relevant questions and answers to the FAQs as they arise.

### Accessibility

We want this information and application to be as accessible to as many people as possible. If there are barriers to you accessing the information or application form, please contact us.

You can contact us by email: [brightstartenquiries@inspiringscotland.org.uk](mailto:brightstartenquiries@inspiringscotland.org.uk) Or by telephone: 0131 442 8740

You can also contact us through an online British Sign Language interpreter using [Contact Scotland BSL](#).



## Using the online application form

Before you apply online, we recommend that you draft your answers on the Word template found on the fund webpage here:

<https://inspiringscotland.org.uk/fund/bright-start-breakfasts/>. This will let you prepare your answers offline before completing the application form.

Most of the application questions and check boxes, however, where you are asked to add text, please note that the online form will not recognise text formatting (including bold text and bullet points) when you copy and paste your answers into the online form. It will recognise new paragraphs, but we recommend checking you are happy with your formatting before you submit online.

When submitting your application online, please also have your budget ready to upload.

If you have any problems uploading documents, please email: [brightstartenquiries@inspiringscotland.org.uk](mailto:brightstartenquiries@inspiringscotland.org.uk)

### Using the online form

You can **save** your progress by ticking the box at the top of the form. You will be asked to enter your email address and to create a password. The system will then send you an email with a link to return to your work. Depending on the security settings your organisation uses, this email may be blocked or marked as spam. If you do not receive an email within a few minutes, check your spam/junk folders. If you don't receive an email at all, contact Inspiring Scotland on [brightstartenquiries@inspiringscotland.org.uk](mailto:brightstartenquiries@inspiringscotland.org.uk) and we can send you the link to access your application.

Ensure that you always use the same email address when using the 'save and continue later' function. That is, do not use one address to save at first and then another later in the form.

After completing the final section of the form, you have the option to review all your answers. You can also download a PDF of your completed form.

Once you have submitted your form, you will receive an email confirming receipt. The email will contain a PDF of the completed form. As with the save and continue function, this email may be blocked or marked as spam, depending on your security settings. If you do not receive a confirmation email with a copy of your application, do not panic – we can check the system for you and provide this.



# Appendices

## A1. Breakfast Club delivery requirements

### Safeguarding Children

From 1 April 2025, the Protecting Vulnerable Groups (PVG) scheme will become a legal requirement for anyone carrying out a regulated role. You'll find more about this and the other changes and additional powers being made at: [Implementing the Disclosure \(Scotland\) Act 2020 - Disclosure Scotland](#)

- The Protecting Vulnerable Groups (PVG) scheme will become a legal requirement on 1 April 2025 for anyone carrying out a regulated role with children or protected adults.
- Most organisations already treat the PVG scheme as mandatory and the change to regulated roles was consulted on with stakeholders to ensure we captured the right roles. There are very few new roles or sectors coming into the scheme, but those which are a result of extensive stakeholder engagement and which have legitimate safeguarding reasons for being considered a regulated role – including those who have power and influence over children and protected adults but are presently excluded because of the old definition of 'regulated work' in the existing law.

Following a short grace period, from 1 July 2025, From 1 July 2025 onwards, it will become a criminal offence for:

- individuals to carry out a regulated role if they are not a member of the PVG scheme; and
- organisations to offer a regulated role to an individual who is not a member of the PVG scheme.
- If an individual is already a PVG scheme member who is or intends to carry out a regulated role, they do not need to do anything ahead of 1 April 2025
  - It is expected to be minimal impact on businesses from the move to 'regulated roles' and the PVG scheme becoming a legal requirement. There are legitimate safeguarding reasons for these changes to the PVG scheme, which received widespread support during consultation on the Disclosure Bill passage through parliament.
  - Disclosure Scotland's Customer Engagement Team (CET) can guide you in your assessment of whether your role(s) are regulated roles. To use this service, stakeholders can email [DisclosureAct@disclosurescotland.gov.scot](mailto:DisclosureAct@disclosurescotland.gov.scot).
  - Disclosure Scotland are offering free online training for organisations on the Disclosure Act changes – stakeholders can sign up for those on Disclosure Scotland's [events page](#).





- Stakeholders can keep up to date about these changes via the Disclosure Scotland [website](#), signing up to their regular [e-bulletin](#), and by following Disclosure Scotland on social media (note - links in the logos below)
- There is now an online tools and guidance available, should any of the clubs need to refer to these:
  - Disclosure Scotland's [online](#) guidance' tool\* is now live on our website.

\*This tool will help people, who work or volunteer with a child or protected adult in a regulated role or employ someone (paid or voluntary) in a regulated role, to assess the role(s) against the criteria for regulated roles.

Registering new clubs – for those providers aiming to establish brand new settings, we accept that you may not yet have all criteria in place at time of application, for example a named bank account. In these instances, any fund award will be contingent on the criteria being met prior to any grant payment.

Registered vs unregulated – If you are already a Care Inspectorate registered provider for after school childcare, please note using the guidance below that increasing your operational hours may result in an increased adult: child ratio.

Non-Care Inspectorate registered providers, such as activity providers, may apply as long as you adhere to all duties as per your legal status as well as confirm compliance with the specific T&Cs of this fund.

### **Staffing: Ratios in Scotland for Registered Childcare Services**

The Care Inspectorate expects that the following ratios will apply to registered children's daycare settings, including out of school care.

#### **Non-Domestic Premises**

Age range	Ratio
3 to under 8 years	1 adult to 8 children *
8 to 12 years	1 adult to 10 children

\*Where children aged 3 and over attend settings for fewer than four hours in any one day the adult: child ratio can be 1 adult to 10 children.

Two adults should be present in the premises when children are being cared for. If a staff member is working on their own, systems must be in place to enable them to access support if required.

An essential characteristic of high-quality provision is a quality workforce supported by strong leadership and adults with whom children have secure and strong attachments. Therefore, only adults in contact with children for the majority of the session should be included in the ratios.



## Domestic Premises

Age range	Number of children
Under 16	Maximum of 8 in total*
Of these: Under 12	Maximum of 6
Of these: Under 5	Maximum of 3

\*The numbers of children cared for at any one time includes the childminder's own children or family members whether or not they are present in the service.

The Care Inspectorate may agree to vary the ratios up or down where warranted, for example attendance of children with additional support needs, the layout of the premises and additional support staff on the premises. It is the responsibility of the provider to ensure that children's care and learning needs are always met. Where there are a number of children with additional support needs, providers may have to vary the ratios to meet children's individual learning and support needs.

More information about regulation of care services can be found [here](#).

## A2. Food provision regulations

All breakfast clubs delivered on school premises must comply with the relevant food and drink standards. All food provided must comply with regulations on food preparation and take into account allergies and dietary requirements (see the allergy guidance for schools).

All childcare services registered with the Care Inspectorate who provide breakfast clubs off school premises must ensure that they follow the relevant standards and expectations set out here: [Register a care service \(other than childminding\)](#)

Food standards and regulations applicable to breakfast clubs operating on and off school premises are as follows:

- [The Nutritional Requirements for Food and Drink in Schools \(Scotland\) Regulations 2020](#)
- [Healthy eating in schools: guidance 2020](#)
- [School Food Policy Incorporating the Nutritional Regulations](#)
- [Food in Schools across Scotland – Education Scotland – Supporting improvement – a self-evaluation framework](#)
- [Food matters | Care Inspectorate Hub](#)

## A3. Fair Work First and Payment of the Real Living Wage

The Scottish Public Sector is committed to the delivery of high-quality public services and recognises that this is critically dependent on a workforce which is well rewarded, well-motivated, well-led, has access to appropriate opportunities for



training and development, is diverse and inclusive, and can influence decision making. These factors are also important for workforce recruitment and retention, and thus continuity of service delivery.

Public bodies in Scotland are committed to applying Fair Work First in their own organisation and in publicly funded supply chains. Fair Work First is the Scottish Government's policy for driving good quality and fair work in Scotland. Through this approach, the Scottish Government, and its public sector partners, are asking grant holders to describe how they are committed to adopting Fair Work First:

- appropriate channels for effective voice, such as trade union recognition;
- investment in workforce development;
- no inappropriate use of zero hours contracts;
- action to tackle the gender pay gap and create a more diverse and inclusive workplace;
- providing fair pay for workers (for example, payment of the real Living Wage);
- offer flexible and family friendly working practices for all workers from day one of employment;
- oppose the use of fire and rehire practices.

In order to ensure the highest standards of service quality we expect the Service Provider to commit to adopting Fair Work First in the delivery of this Grant as part of a fair and equitable employment and reward package as a route to progressing towards wider fair work practices set out in the Fair Work Framework.

The Scottish Government recognises pay as a clear way that an employer can demonstrate a commitment to their workforce, helping tackle in-work poverty alongside wider Fair Work First criteria. Therefore, it is a requirement of this Grant that the Service Provider shall pay staff that are involved in the delivery of services under this Grant at least the real Living Wage.

The real Living Wage rates are revised on an annual basis, typically in November. Organisations that want to be recognised as a real Living Wage Employer, such as the Scottish Government, should implement the increase as soon as possible but no later than 6 months after the new rates are announced. The point at which any real Living Wage uplifts will apply will be decided, at sole discretion of the funder, following grant award.

The Scottish Living Wage Accreditation Initiative and the Living Wage Foundation recognise and celebrate the responsible leadership shown by Living Wage Employers and support employers to incorporate the real Living Wage into organisational structures long term. More information can be found at the links below:  
<http://scottishlivingwage.org/> <http://www.livingwage.org.uk/>

The Service Provider is encouraged to obtain Living Wage Accreditation.



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## A4. Other relevant resources

### Videos

[National Children's Charter, Science Centre Workshop, January 2023](#) (YouTube)

[St Mirin video](#) (Google Drive)

[AUFA After School Programme](#) (YouTube)

### Scottish Government publications

[School age childcare: national children's charter - gov.scot](#)

[The Scottish Approach to Service Design \(SAtdSD\) - gov.scot](#)

[Best Start - strategic early learning and school age childcare plan 2022 to 2026 - gov.scot](#)

[Out of school care in Scotland - draft framework: consultation - gov.scot](#)

[Analysis of Consultation Responses for Out of School Care in Scotland: A Draft Framework 2019 - gov.scot](#)

[School age childcare: progress report - gov.scot](#)

[Tackling Child Poverty Delivery Plan 2022-26 - gov.scot](#)

[Play: Vision Statement and Action Plan 2025 -2030 – gov.scot](#)

Inspiring Scotland Registered Office Suite 2, 14 New Mart Road, Edinburgh EH14 1RL

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