

Fair Work First Statement and Declaration

Nevis Canoe Club is committed to advancing the Scottish Government's [Fair Work First Policy](#). We currently employ no staff and have between 60-100 members and 10-20 volunteers at any one time.

We are committed to paying the Real Living Wage if we employ staff in the future. We will make every effort to ensure that any suppliers/contractors are offered the same Real Living Wage rate when procuring goods or services. We also confirm that we offer our volunteers and members (and will offer to any future staff) an Effective Workers Voice channel within the activities offered by the club.

Specifically:

- (1) We have appropriate channels for effective voice between our members and volunteers, and the committee. We encourage members to put forward suggestions and have regular club activities both on and off the water to which all members are invited. Feedback and suggestions for club activities from all members are essential to allow the club to function.
- (2) Nevis Canoe Club will provide effective one to one line management for any future employee or current volunteer ensuring regular open and two-way dialogue between the individual and the volunteer committee.
- (3) We actively invest in member and volunteer development with the support of Paddle Scotland, our National Governing Body.
- (4) We are fully committed to paying the Real Living Wage to any future employees and will ensure any contractors we use also do the same. We commit not to use inappropriate zero hours contracts should staff be employed in future.

This statement has been agreed by both the employer and a suitable workforce representative for our volunteers:

Signature (for the employer):	<i>Lindsay Barr</i>
Print name:	Lindsay Barr
Position within organisation:	Chair
Date:	01/09/2026

Signature (workforce representative):	<i>Linda Cuisack</i>
Print name:	Linda Cuisack
Position within organisation:	Volunteer
Date:	01/09/2026