

FOI 202400405752 – Annex A – Organisations who have requested an exception to Fair Work real Living Wage grant conditions – Scottish Government grants

Name of organisation that requested a real Living Wage exception	Was the exception approved or rejected	Reasoning or rationale for approval or rejection
Aberdeen City Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Angus Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Building Craftsmen Ltd (BCS)	Approved	Exception approved on the basis of affordability in relation to parts of the workforce.

Centre Stage	Approved	Exception approved on the basis of affordability in relation to parts of the workforce.
Dumfries and Galloway Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Dundee City Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
East Ayrshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.

East Dunbartonshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
East Lothian Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
East Renfrewshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Falkirk Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.

Glasgow City Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Inverclyde Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Link Housing	Approved	Exception approved on the basis of affordability in relation to parts of the workforce.
Moray Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.

North Ayrshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
North Lanarkshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Perth and Kinross Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Renfrewshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.

River Clyde Homes Housing Association	Approved	Exception approved on the basis of affordability in relation to parts of the workforce.
Scottish Borders Housing Association (SBHA)	Approved	Exception approved on the basis of affordability in relation to parts of the workforce.
South Ayrshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Stirling Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.

West Dunbartonshire Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
West Lothian Council	Approved	Exception approved on the basis of affordability in relation to parts of the workforce, and the cost of resulting uplifts throughout the organisational pay scale within existing allocated budgets.
Wheatley Group (Loretto, Wheatley East and Wheatley Glasgow)	Approved	Exception approved on the basis of affordability in relation to parts of the workforce.