



# The real Living Wage in Scotland's Colleges

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# Introduction



- We are here on behalf of the Scottish Living Wage Accreditation Initiative, established in 2014 with the aim of increasing the number of employers in Scotland who are recognised for paying their staff the Living Wage
- Hosted by The Poverty Alliance, the Initiative works in partnership with the Living Wage Foundation and is funded by the Scottish Government

# THE POVERTY ALLIANCE

- A network of more than 240 organisations & individuals
- A staff team of 16
- Board of 17 (inc. Oxfam, CPAG, STUC, SSE, Inclusion, Engender)
- Community Activist Advisory Group



the  
**POVERTY  
ALLIANCE**

WORKING TOGETHER TO COMBAT POVERTY

# WHAT WE DO

We have five objectives for the next five years:

- **Influencing policy:** we support the development of policies which promote social justice and combat poverty
- **Grassroots engagement:** we work with people and communities experiencing poverty to help them to address poverty
- **Building our Networking:** We support a strong anti-poverty network in Scotland
- **Raising Awareness:** We raise awareness and encourage debate about poverty
- **Evidence & Knowledge:** We provide high quality research and knowledge about poverty in Scotland



# INFLUENCING POLICY AND PRACTICE

Scottish Campaign on Welfare Reform 

Our welfare system is badly in need of reform. It is time for a system which lifts people out of poverty and treats everyone with dignity and respect.

**a MANIFESTO for CHANGE**



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# What is the Living Wage?

- *"The Living Wage is an hourly rate set independently and up-rated annually. It is calculated according to the basic standard of living in the UK."*
- UK Living Wage Foundation
  - 18+
  - Voluntary
  - Uses Minimum Income Standard





# Why do we need a Living Wage?

- 1 in 5 children in Scotland live in poverty- that's around 220,000 children
- **2/3** of children living in poverty in Scotland are **living in a household where someone works**, meaning that for many, work is no longer a route out of poverty
- £2k difference per year compared to the Government's minimum wage

# The Living Wage Movement



# Business Benefits

- A 25% fall in **absenteeism**
- Improved morale and motivation of workers
- Enhanced productivity
- Improvement on staff recruitment & retention
- Lower staff turnover
- Reputational benefit as an ethical employer



*'Living Wage Employers: evidence of UK Business Cases'*

By Andrea B. Coulson and James Bonner on behalf of the University of Strathclyde

Download at <http://www.livingwage.org.uk/>

A recent survey of over 150  
accredited Living Wage  
Employers in Scotland showed:

93%

found Living Wage  
accreditation had a positive  
impact on company reputation



## Policy Context



- Scottish Business Pledge
- Fair Work Convention
- Developing the Young Workforce
- Living Wage Places

# The Living Wage in Scottish FE



- 9 colleges are accredited
- A Living Wage sector?
- National Bargaining
- Where do we work well?

# Key things to know



- 1) All directly employed staff must receive the real Living Wage.
- 2) All contract workers who work regularly on your premises must also receive the Living Wage (or have a plan in place).
- 3) Remember the rate changes each year – statement of intent to pay the real Living Wage in future – you have 6 months to make this change

# Procurement



“It may therefore be relevant to the tender exercise that we ask you about the Living Wage and other Workforce Matters, and how your organisation would be willing to work with us in this area and help us to meet our above stated aims.”



Any Questions?



## Contact

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