

**PRESS RELEASE**

**FOR IMMEDIATE RELEASE <INSERT DATE>**

**EMPLOYER has become accredited as a Living Wage employer**

**EMPLOYER has accredited as a Living Wage employer.** Their Living Wage commitment will see everyone working at XXXXX receive a minimum hourly wage of £12 per hour. This rate is higher than the government minimum for over 21s, which currently stands at £11.44 per hour.

In Scotland, 91% of all jobs pay at least the real Living Wage, this is higher than any other UK nation. Despite this, nearly 1 in 10 jobs still pay less than the real Living Wage which equates to 221,000 jobs.

The real Living Wage is the only UK wage rate calculated according to the costs of living. Employers choose to pay the real Living Wage on a voluntary basis, recognising the value of their workers and ensuring that a hard day’s work receives a fair day’s pay.

Since 2011 the Living Wage movement has delivered a pay rise to over 64,000 people in Scotland and put over £485 million extra into the pockets of low paid Scottish workers.

**[insert quote from business as to why they have chosen to become a Living Wage accredited employer]**

**[Insert quote from worker who has moved onto the real Living Wage, if relevant]**

**Peter Kelly, Director of The Poverty Alliance said:**

“We all need an income that is enough to cover our needs and protect us from poverty, and it’s only right that employers pay a wage that reflects the cost of living. Too many workers in Scotland are paid less than the real Living Wage and, at a time of rising costs, are struggling to stay afloat. The real Living Wage can offer protection from those rising costs.”

“Congratulations to EMPLOYER on their Living Wage commitment, and I hope more organisations follow their lead by becoming Living Wage accredited.”

**Lynn Anderson, Living Wage Scotland Manager said:**

“We’re delighted that EMPLOYER has become an accredited Living Wage employer. They join a growing movement of over 3700 employers in Scotland who together want to ensure workers have what they need.

Our Living Wage employer network includes well known organisations such as SSE plc, ENABLE Scotland and the University of Strathclyde as well as lots of smaller employers and we hope to see many more follow their example.”

**[ENDS]**

**Media Contact**

[Insert organisation’s media contact]

**NOTES TO EDITORS**

**What about the Government’s national living wage?**

In July 2015 the Chancellor of the Exchequer announced that the UK Government would introduce a compulsory ‘national living wage’. It was introduced in April 2016, originally applying for all workers over the age of 25 and is currently £11.44 (from 1 April 2024) an hour and applies to workers over the age of 21. The rate is ***different*** to the Living Wage rates calculated by the Living Wage Foundation. The government rate is based on median earnings while the Living Wage Foundation rates are calculated according to the cost of living in London and the UK.

**About the real Living Wage**

The real Living Wage is the only rate calculated according to what people need to make ends meet. It provides a voluntary benchmark for employers that choose to ensure their staff earn a wage that meets the costs and pressures they face in their everyday lives.

The UK Living Wage is currently £12 per hour. There is a separate London Living Wage rate of £13.15 per hour. Living Wage accredited employers have six months to implement the rate.

These figures are announced each year by the Living Wage Foundation. The rates are calculated annually by the Resolution Foundation and overseen by the[Living Wage Commission](http://www.livingwage.org.uk/living-wage-commission), based on the best available evidence on living standards in London and the UK.

The Living Wage Foundation is the organisation at the heart of the UK movement of businesses, organisations and individuals who campaign for the simple idea that a hard day’s work deserves a fair day’s pay.

**About Living Wage Scotland & The Poverty Alliance**

Living Wage Scotland was established in April 2014 by the Poverty Alliance with the aim of increasing the number of employers in Scotland who are recognised for paying their staff the real Living Wage.

Living Wage Scotland is a partnership with the Living Wage Foundation and is funded by the Scottish Government.

The Poverty Alliance is the national anti-poverty network in Scotland with a long track record in working with individuals and communities affected by poverty to take action, and in providing support to influence policies solutions in Scotland.

Accredited Living Wage employers in Scotland span private, public and third sectors. SMEs make up 75% of the total number of employers and more than half of Scotland’s local councils are accredited.

[Find out more here](https://scottishlivingwage.org/)