

Living Wage Employer Accreditation

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Status of Paper	Final
Action Required	For Decision
Resolutions	96/1. The Council receives the report. 96/2. The Council resolves to apply for Living Wage Employer accreditation from the Living Wage Foundation.

Summary of Content

Subject and Aims	The Methodist Council can seek to become accredited as a Living Wage Employer by the Living Wage Foundation.
Background Context and Relevant Documents (with function)	<ul style="list-style-type: none"> • Conference 2010 - Report 10 The Living Wage • MC/10/03

Living Wage Employer Accreditation

Background

1. In 2007 the Methodist Conference adopted the resolution: “The ‘Living Wage’ as recommended by Church Action on Poverty should form the minimum basic salary for people employed by a District, Circuit or Local Church.”
2. The Methodist Council implemented the Living Wage for its employees on 1 September 2011, however at that point the Living Wage had not been adopted by some of the Methodist Council’s contractors.

Living Wage

3. The Living Wage is defined as the minimum hourly wage necessary for one person’s basic needs (such as food, clothing, utilities, transport, health care, and recreation) for an extended period of time assuming that person works 40 hours a week and has no additional income.
4. The Living Wage is: £9.40 per hour in London and £8.25 per hour outside London. The London rate is set annually by the Living Wage Foundation and calculated by the Greater London Authority, it covers all boroughs in [Greater London](#). The UK rate is set annually by the Living Wage Foundation (LWF) and calculated by the Centre for Research in Social Policy at Loughborough University.
5. The Living Wage figures are announced simultaneously in the first week of November of each year, during Living Wage Week. Living Wage Employers should implement the new rates as soon as possible and within six months of the annual announcement. The Conference has agreed that Methodist employers should comply by the following April.

Value

6. Wages below the Living Wage do not allow the recipient to live and engage in society fully. A number of organisations such as Church Action on Poverty (CAP) and London Citizens declare those who employ at rates below Living Wage to be exploitative.
7. Paying the Living Wage is a clear signal of a commitment to social justice and in the context of the Church a clear commitment to placing our beliefs at the centre of what we do.

Living Wage Foundation (LWF) Accreditation

8. The LWF offers accreditation to employers that pay the Living Wage, or those committed to an agreed timetable of implementation, by awarding the Living Wage Employer Mark. It offers a Service Provider Recognition Scheme for third party contractors who pay their own staff the Living Wage and always offer a Living Wage option when submitting tenders.
9. The Connexional Team is now satisfied that both the Council’s own employee rates and contractors to whom the test applies fully satisfy the LWF criteria, and seeks to apply for accreditation from the Living Wage Foundation on behalf of the Methodist Council.

***RESOLUTIONS

96/1. The Council receives the report.

96/2. The Council resolves to apply for Living Wage Employer accreditation from the Living Wage Foundation.