

Dumfries and Galloway

Living Wage Accreditation Local Authority Toolkit



On the UP



This toolkit has been produced to assist other local authorities in achieving accreditation as a living wage employer.

For further information please contact

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Report submitted to and agreed by
Policy and Resources Committee
to pay Living wage to employees
26 February 2013



LIVING WAGE

1. Purpose of Report

This report presents options for the payment of a minimum hourly rate set at the 'Living Wage' threshold for employees of Dumfries and Galloway Council.

2. Recommendations

Members are asked to:-

2.1 note the review group recommendations on options to facilitate the continuing payment of a Living Wage as set out in Section 3.9;

2.2 note the rate determined in the Council's budget and as set by the Scottish Joint Council (SJC) for Local Government Employees (LGE), which equates to a rate of £7.50 per hour, with effect from 1 April 2013;

2.3 agree that the Living Wage continues to be paid as a supplement to the hourly rates of pay; and

2.4 note that the Living Wage rate set by the Scottish Joint Council for Local Government Employees remains subject to agreement at a national level.

Considerations

3. Background

3.1 On 15 July 2011 Full Council agreed to implement a 'living wage' with effect from 1 October 2011 through the addition of a temporary pay supplement to the SJC hourly rates of pay. In agreeing to do this a review would be carried out to consider whether it was possible to embed the living wage within the Council's pay and grading structure through a local collective agreement with the Trades Unions.

3.2 As part of discussions a Memorandum of Agreement had been prepared between the Council and the recognised Trades Unions which set out the intentions of the parties in respect of the Living Wage subject to agreement by the Council Appendix 1. Both Sides recognised that there may be difficulties in achieving this due to factors outwith the Council's control and technical difficulties associated with embedding the threshold hourly rate for the 'living wage' in the Local Government Employees pay structure. The initial timeframe to achieve this was by 31 March 2013 but this could be extended until September 2013 at which time a decision would need to be made on the continuation or cessation of the interim arrangements to apply the living wage. In the meantime the living wage supplement to SJC rates would continue to be paid.

3.3 When the Council agreed to introduce the 'living wage' at the level of £7.16 per hour on a discretionary basis in July 2011 only five Councils in Scotland had already done so and another four Councils were considering this. At that time three of those five Councils had introduced the living wage as a supplement to SJC rates outwith their existing Local Government Employees pay and grading structure.

3.4 The lowest hourly rate on the SJC spinal column of pay points is £6.17 per hour with effect from 1 April 2010; and the minimum hourly rate paid to Local Government Employees at the bottom point of LGE Pay Band 1 is currently £6.36 per hour. The national minimum wage rate (on which point 1 of the SJC spinal column is based) with effect from October 2012 is £6.19 per hour for employees aged 22 and over. For employees aged 18 to 21 inclusive the rate is £4.98 per hour. For employees aged 16-17 the rate is £3.68 per hour.



3.5 National context

3.5.1 On 22 November 2012 the Employers' Side of the SJC made an offer of a new Scottish Local Government Living Wage set at £7.50 per hour to the Trades Union Side of the SJC. This is in addition to a cost-of-living-award (COLA) increase of 1% to pay rates being offered to all collective bargaining groups as part of a proposed one year settlement as an outcome of the 2013-14 pay round.

3.5.2 Local Government Employees' grades and associated rates of pay within each individual Council are determined locally. However, the spinal column of hourly rates on which these pay rates or scales are based is negotiated nationally within the Scottish Joint Council for Local Government Employees collective bargaining machinery. There is no link between the SJC spinal column of hourly rates and the previous 'living wage' level or threshold rate recommended by the Scottish Living Wage Campaign or the new higher Scottish Local Government Living Wage threshold rate of £7.50 per hour proposed by the SJC.

3.5.3 All Councils in Scotland (whose minimum hourly rate of pay is set below SJC spinal column point 12) have now adopted the 'living wage'; and seventeen continue to pay this as a supplement to SJC rates for reasons similar to those that have resulted in the recommendations by the review group, in this report. In a number of Councils there are only a few employees earning less than the living wage currently so there is no major impact of the proposal on existing grading and pay structures. The terms of the Employers' Side offer does not specify the mechanism by which the 'Living Wage' is to be applied to locally determined rates of pay, the most important aspect is that it becomes the minimum hourly rate; and there is no suggestion that this position will change in the future.

3.6 The Living Wage within Dumfries and Galloway

3.6.1 An extract from the current SJC spinal column of hourly rates and the existing living wage level and the proposed spinal column with the 1% increase applied and the new Scottish Local Government Living Wage rate of £7.50 per hour are set out in Appendices 2A and 2B. As has been stated previously there is no direct link between the rates for the living wage and the SJC spinal column of hourly rates.

3.6.2 There are currently 785 employees paid an hourly rate of less than the current living wage threshold of £7.20 per hour; and in receipt of the living wage supplement paid by the Council on a discretionary basis. A further 518 employees would earn less than £7.50 per hour once the proposed 1% cost of living award increase has been applied to the SJC spinal column points; and therefore would become eligible for the proposed Scottish Local Government Living Wage minimum rate of £7.50 per hour. This would increase the number of Dumfries and Galloway Council employees who would be in receipt of the Living Wage threshold hourly rate to 1303. For all of these employees that hourly rate of pay would become a contractual entitlement by virtue of the incorporation of the SJC national agreement into their contract of employment. As a contractual minimum hourly rate this would be pensionable, as are the supplements to hourly rates currently paid by the Council on a discretionary basis.



3.7 Living Wage Review

3.7.1 The Council's position from 2011 has been overtaken by events; and there is now clarity around what the level of the living wage and COSLA pay increase are likely to be; and so discussions through a Review Group consisting of representatives from Human Resources, the Joint Trades Unions and the Independent Technical Adviser to the COSLA Job Evaluation Consortium have now taken place to determine whether a living wage can be accommodated within the Council's existing pay and grading structure.

3.7.2 The review was intended to focus on: -

- where the living wage threshold sits in relation to the local Government Employees pay and grading structure
- avoiding unnecessary costs through amending parts of the pay structure not impacted by implementing the Living Wage
- the impact of proposed changes on the integrity of the overall pay and grading structure based on Job Evaluation results and the link established between points and pay
- applying assessment criteria to potential options-
 - technical robustness
 - degree of change
 - effect in reducing the gender pay gap

3.8. Possible Options

3.8.1 The review considered the same options that existed when the living wage was first introduced: -

- apply the living wage as a supplement to SJC hourly rates used in Dumfries & Galloway Council pay scales for LGE grades
- include the living wage as a minimum rate of pay for employees within the current pay and grading structure for those within scope of the national agreement of the SJC for LGE's, through amending the lower pay bands in the LGE pay and grading structures
- wholesale review of the Council's current pay and grading structure to embed the living wage.

3.8.2 The option to consider wholesale review was rejected at the outset with detailed discussion taking place on the remaining two options, their practical implications and potential risks. These were considered as set out in Appendix 3. The Review Group reached a consensus view that the 'living wage' could not be embedded within the LGE grading and pay structure using the same principles and methods as used to design the original structure; and accordingly embedding the externally set threshold hourly rate in the Dumfries and Galloway Council LGE Pay would undermine its technical integrity and robustness in terms of providing a defence against tribunal claims for equal pay or of sex discrimination.



3.8.3 In terms of assessing the potential risks arising, the Review Group were of the view that:

- The complexity of equal pay litigation is now such that it may not be possible to identify potential future risks; and as a precedent cited the unanticipated liabilities that has arisen in relation to previously accepted practice.
- The arbitrary level at which the £7.50 per hour threshold had been proposed – without reference to the Rowntree Trust recommendations – and the lack of relationship to the SJC spinal column point values could present future technical difficulties that would require further amendment to the structure, may be unsurmountable; and would potentially further undermine its technical integrity.

3.9. Recommendations of the Review Group

3.9.1 The introduction of a Local Government Living Wage at the rate proposed will benefit a further 518 employees; and for all employees paid less than £7.50 per hour will become a contractual entitlement, subject to its agreement by the SJC.

3.9.2 The Council spent considerable time and resources to develop the new pay and grading structure; and it was endorsed as non-discriminatory following an independent equalities impact assessment. Any proposed changes to the existing pay structure to accommodate the living wage which might undermine its technical integrity carry risks in terms of demonstrating pay equality and that the structure remains non-discriminatory.

3.9.3 To introduce a Living Wage through amending the lower pay bands in the LGE pay and grading structures undermines the technical integrity of the pay structure

by distorting the relationship between job evaluation outcomes and pay. A holistic review of pay and grading structures would be the most appropriate way of embedding a Living Wage however as there is still no established relationship between the Scottish Local Government Living Wage rate and the SJC hourly rates the amendment of the structure would not be a one-off exercise. If the Living Wage was to be set on an annual basis then a full pay structure review is likely to require an annual re-negotiation.

3.9.4 The Review Group recommend that Dumfries and Galloway Council continue to pay the Scottish Local Government Living Wage as a supplement. This would not result in any changes to grading or pay bands and therefore the integrity of the structure designed to implement the SJC 'Single Status' would be maintained.

3.9.5 The Scottish Local Government Living Wage at £7.50 remains an Employers' Pay Offer. If established the cost of funding any increase would be a normal part of the budget setting process in future years.

3.9.6 While a consensus has been reached with the Trades Unions as to the most robust means of promulgating any SJC Agreement to introduce a living wage of £7.50 per hour further discussions would be required as to its practical application in respect of overtime calculators and other premium payments and allowances.



4. Governance Assurance

The Council’s Corporate Management Team and the Joint Trades Unions have been consulted on this report and their agreement incorporated into the report.

Unite have been fully consulted with regards to the implementation to the Scottish Living Wage of £7:50 within Dumfries and Galloway Council, whilst their preferred option would be to embed the living wage as part of the Pay and Grading structure, Unite recognises the difficulty this would create for the authority. Unite would also like to participate in negotiations with Dumfries and Galloway Council to include overtime being reflective of the living wage.

5. Impact Assessment

The proposals for implementing a living wage have been considered under the Council’s impact screening tool and there are no recommendations from the screening process. The majority of employees within pay bands 1 and 2 are female, i.e. 91% compared to 9% males; and therefore the introduction of a higher living wage threshold would have a positive effect on the gender pay gap. If the mechanism to deliver the living wage continues to be a supplement the Council has discretion to determine whether it is applicable to premia paid for overtime, evening and night working. If premium payments continue at current levels and do not attract the supplement this would also have a positive effect on the gender pay gap as overtime worked by employees in pay bands 1 and 2 is mainly additional hours worked at plain time by part-time female employees.

Author

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Approved by

| NAME | DESIGNATION | SIGNATURE |
|--------------|---------------------------|-----------|
| Lorna Meahan | Assistant Chief Executive | |

Appendices - 3

Appendix 1 - Memorandum of Agreement

Appendix 2A and 2B - Local SJC LGE Grading structure and Living Wage supplement

Appendix 3 - Altering the structure with the Living Wage as a fixed pay rate.

Background Papers

Minutes of Full Council - 10 February 2011

Introduction of a Living Wage Report to Full Council – 15 July 2011



Presentation by Julie McGahan
Living Wage Programme Manager
at Dumfries and Galloway Tackling Poverty Event
28 October 2014



Issues of low pay and the Living Wage

Julie McGahan
Living Wage Programme Manager (Scotland)

Tackling Poverty in Dumfries & Galloway
28th October 2014



Background and context





All work and low pay



A worker who is paid £6.85 per hour describes how her daughter wanted to attend a friend's go-karting party:

"It would cost me £31 for half an hour if she wanted to go. That was going to cost me almost what I was going to be paid for my five-hour shift. Hence I had to disappoint her again and said she could not go. It made me stop and think how my low pay is so out of touch, as I simply can't keep up with the normal cost of things."

All work and low pay



"I do not have a smart phone or a fancy TV, the exhaust on my car is held on with cable ties because after I have paid rent for a flat that is not even self-contained, I cannot afford to do anything else. I am frightened to put my heating on because I don't want to be faced with a big bill. I live alone now after bringing 2 daughters up alone, I can't afford to go out and socialise to make friends and so my world is becoming very lonely."

"Even though I'm 30, I still have to rent a room and I could never afford to even think about buying my own place. I work very hard in my job, looking after older people with dementia, and I think people in my profession are very underpaid compared to the work we carry out. I would like to train to be a nurse but just can't afford to stop working at the moment, so my wages are holding me back developing my career. In the last 12 months I have noticed my food bill go up. I only buy the basics and I have gone from spending on average £66 up to £90 a month, and that isn't buying anything really nice which I would like to. I haven't been on a holiday for 5 years and doubt I will in the foreseeable future. My wages just go on basic living."

"I do not smoke or drink because I try to keep a car on the road so that I can visit my brother in a care home 7 miles from my home. I also pay around 80% of my income on rent, food, Council Tax, utilities, telephone, broadband and petrol. I take a holiday every 2 years for a week to visit family. It does not leave very much to save, or to replace household goods when they fail."



Living Wage Employee



What is the Living Wage?



The Living Wage is an hourly rate of income calculated according to a basic cost of living in the UK and defined as the minimum amount of money needed to enjoy a basic, but socially acceptable standard of living.

The Living Wage Foundation accredits employers who pay the Living Wage, currently £7.65 (and £8.80 in London), to all directly employed and contracted-out staff in their organisation.



Living Wage Rates



| LIVING WAGE RATES | | |
|-------------------|-----------------------|------------------------------------|
| YEAR | NATIONAL MINIMUM WAGE | LIVING WAGE |
| 2011 | £6.08 | £7.20 |
| 2012 | £6.19 | £7.45 |
| 2013 | £6.31 | £7.65 |
| 2014 | £6.50 | Announced 3 rd November |

The benefits of the Living Wage



- The social case
- The business case
- The public policy case



The social case for the Living Wage



- The Living Wage can provide a hand up for the lowest paid.
- The interim report from the Living Wage Commission (*Working for poverty*, February 2014) set out how the lowest paid were suffering from a 'double squeeze' of stagnating pay and rising costs of living.
- For the first time, the majority of people in poverty in the UK are working. Working people and families are increasingly having to turn to help, such as food banks and unsustainable debt, to get by.
- Living Wage employees have told us that the Living Wage allows them to access the goods and services that most people deem necessary to participate in society.

The business case for the Living Wage



- Productivity increases associated with higher effort and openness to change of job role
- Lower staff turnover
- Reduced absenteeism
- Improved morale, motivation and commitment



The public policy case



An analysis provided by Landman Economics for the Living Wage Commission shows that the Exchequer could gain up to £4.2 billion in increased tax revenues and reduced expenditure on tax credits and other in-work benefits from an increase in coverage of the Living Wage.

There could be further multiplier effects arising from putting a modest amount of disposable income into the pockets of the UK's lowest paid staff, with demand subsequently increasing in the economy.

Additionally, an increase in coverage of the Living Wage implemented together with improved skills and training could narrow or even plug the gap in levels of productivity between the UK and other G7 countries.

Public attitudes



- 84% of the public think that employers should be paying wages that better reflect the cost of living.
- 52% of shoppers are willing to pay more for goods or services if the workers responsible are paid a Living Wage.
- 56% of shoppers said that they would consider changing their supermarket if a major retailer near them paid their staff a Living Wage



Why become a Living Wage Employer?



Why become a Living Wage Employer?

- ✓ Reputational benefits
- ✓ Formal, visible commitment to paying ALL staff the Living Wage
- ✓ Demonstrates leadership



For more information:

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www.livingwage.org.uk





Funding bid submitted to and approved by Dumfries and
Galloway Council budget setting
5 February 2015

Funding Bid



Policy Development Funding

| | |
|--|---|
| Policy Development | Tackling the cause and effects of poverty |
| Directorate (s) | All |
| Lead Service & ABB Link | Planning and Performance Unit |
| Existing Council Policy? | Yes |
| Provide the best start in life for all our children Ensure early intervention, in particular to keep our region’s most vulnerable children safe. | |
| Protect our most vulnerable people <u>Tackle the causes and effects of inequality and poverty</u> Help older or vulnerable people live healthy and independent lives | |
| Be an inclusive council Increase equality of opportunity The Council is currently leading the development of an anti-poverty strategy, working with communities, partners and individuals to identify and deliver support which will tackle the causes and effects of inequality and poverty. | |



Narrative Description of Policy Development

The Anti-Poverty Strategy is in development and it is too early to define the specific actions we will agree to deliver this Council's ambitions and commitments. Feedback from the conference and workshops held in 2014 have indicated that there are a range of areas that we will need to invest to really make a difference for the people and communities living with the impact of poverty in our region.

The mix of rural and urban poverty within our region means that different solutions will come forward to help us to support families, where and when they need us and that is likely going to require us to change how we deliver services in the future, and this change will need to be funded.

Earmarking longer term funding now ensures that we can anticipate likely investment through a three year budget process, and also signal to all partners and agencies working with the Council the Priority that has been placed on this.

In addition there are some simple actions that could be progressed now, which will support this:

1. Co-ordinated information and support - a clear message from the event in October 2014 is that support is available from a wide range of organisations but that individuals facing poverty have told us they have to search it out and co-ordinate it themselves. People in poverty tend to have low confidence and self esteem and this compounds the challenge of navigating the support available from agencies. Partners and agencies working in local communities highlighted that there are already a wide range of supports available but they themselves need access to a co-ordinated resource that helps them offer and signpost help to individuals. Welfare Reform work is currently mapping services available in relation to services and support, and the work on Financial Inclusion is already looking at financial education and information sources. This development would see a consolidation of work already undertaken to build a region wide resource for individuals to make it much easier for people to access the help they need. This is likely to be a range of accessible formats including a web resource. **An estimate of funding required is £15,000, which would provide for staff and technical resources.**

2. Poverty awareness for schools - Raising awareness of the impact of poverty is an important aspect of any anti-poverty strategy. Child poverty in particular has been highlighted nationally as an important focus for any measures that are developed. By improving the awareness of teachers and school staff on poverty and its impact, we can make an early start on this. The proposal would see training provided through the Poverty Alliance.

Since staff in schools often come into contact with difficult issues it will give management and operational staff a better understanding of poverty issues and would identify ways in which they could engage more effectively with individuals and their schools communities who are facing poverty and social exclusion. Training for school staff is £50 per person and it is estimated that 140 staff could be trained in the coming year - £7,000.



Narrative Description of Policy Development

3. Living Wage Accreditation - Dumfries and Galloway Council is a Living Wage employer and has been for some time. There is now a national scheme which accredits living wage employers and supports them to encourage the development of the living wage in their local area. DGC by becoming accredited as a Living Wage organisation could better highlight this and build momentum to encourage local employers to consider implementing the living wage. **Accreditation costs are - £400 per annum for the license so £1,200 would fund three years.**

4. Encourage the Living wage with our suppliers - Dumfries and Galloway Council already pays its staff the Living Wage but there are some of our suppliers, who do not. To date there has been research provided suggesting the 2/3rds of employers reported a significant impact on recruitment and retention within their organisation and that 80% believed that the Living Wage had enhanced the quality of the work of their staff.

Some Councils have developed approaches with groups of suppliers which has helped them achieve the living wage, through tender and procurement practice. This fourth element of early work would see the Council invest expert resources and working alongside the Procurement Team to develop our approach to procurement which encourages the living wage, learning from other councils and agencies. **To allow us to implement this from 2016. An estimate of funding required is £30,000, which would provide for staff and technical resources.**

Policy Outcomes Intended

1. The intention is to provide people facing poverty with better access and a joined-up approach to the services and information available to help them in all three of our policy objectives - prevention, support and escape. This will ensure that there is easier access to this support: and also we maximise the value of existing services and information by making them more effective.

2. The intention is to reshape how we think and deal with issues on inequality, deprivation and social exclusion that has a particular impact on young vulnerable children. By working with the Poverty Alliance as lead on the training workshops we can demonstrate services working together to combine their extensive experiences to develop a better understanding of the issues facing children in our region and how best to manage them.

3. and 4. to ensure Dumfries and Galloway Council is recognised for supporting its staff and local people into sustainable work and being able to afford the basic cost of living in the UK. Being recognised for possessing the national Living Wage trademark provides the council with an ethical badge for responsible pay to help alleviate poverty in the region. This provides a platform to work with other employers and in particular our suppliers to encourage the living wage.



Funding – How Resources would be used

2015/16 - £45k policy development funding plus monies to be released from Welfare Reform budget pressures allocation. This will ensure that the specific measures identified in this template (total cost £53.2k) will be fully funded and that further monies will be available to address measures identified through the Anti-Poverty Strategy.

2016/17 - £500K policy development funding plus monies to be released from Welfare Reform budget pressures allocation

2017/18 - £500K policy development funding plus monies to be released from Welfare Reform budget pressures allocation

The Council has already invested policy development monies in Welfare Reform related initiatives and, additionally, has set aside £500k per annum of budget pressures funding to address the impacts of Welfare Reform. As reflected in budget monitoring reports to the Policy and Resources Committee, there have been no significant calls on this budget pressures to date and it is intended that the bulk of these monies will be directed to support Anti-Poverty related measures for 2015/16. The intention is that the level of funding available to support Ant-poverty related measures will be at least £500k in the 2015/16, increasing to £1million per annum for 2016/17 and 2017/18

Timescales & Milestones

- 1. Signposting:** begin in April 2015 and estimated to take about 6 months
- 2. Schools Poverty Awareness Training:** begin in the new term August 2015
- 3. Living Wage Accreditation:** April and May 2015
- 4. Encourage the Living Wage with our suppliers:** detailed work through 2015



| Impact Assessment | | Potential Impact | | | | |
|--|------|------------------|--------|--|-----|--|
| 9 Protected Characteristics | | High Positive | | | | |
| Community Safety identifies that people with multiple Protected Characteristics are more likely to face discrimination, face inequality and be unemployed than other members of society. Improved access to information and support: training for teachers and investment in initiatives to tackle poverty will therefore have a significant benefit to people. | | | | | | |
| Human Rights | | No Impact | | | | |
| | | | | | | |
| Health, Health Inequalities and Wellbeing | | High Positive | | | | |
| Improved access to information and support; training for teachers and investment in initiatives to tackle poverty will therefore have a significant impact on people's health. | | | | | | |
| Economic & Social Sustainability | | High Positive | | | | |
| Improved access to information and support will mean more people are using available services; payment of the Living Wage by employers across the region will have a significant impact on our low wage economy. Improved training for teachers and investment in initiatives to tackle poverty will therefore have a significant impact on the economy and social sustainability of our region. | | | | | | |
| Environmental Sustainability Climate Change and Energy Management | | No Impact | | | | |
| | | | | | | |
| Summary Impact Assessment | | | | | | |
| | | | | | | |
| Measures to Reduce/Address Risks and Minimise Any Negative Impacts | | | | | | |
| Summary of Impacts | | | | | | |
| Positive | High | 11 | Medium | | Low | |
| No Impact | | 2 | | | | |
| Negative | High | | | | | |



Email to all Departments within Dumfries and Galloway
Council to identify suppliers
March 2015



Email sent to Departments

Dear Colleague

As you will be aware, the Budget agreed by Full Council on 5 February 2015, included Policy Development Funding for Living Wage Accreditation for the Council and promotion of the Living Wage to our suppliers.

One of the criteria for accreditation is that the Council has a 'reasonable estimate' of the number of contracted out workers who are currently not in receipt of the Living Wage. The definition of 'contracted out workers' is shown below.

It would therefore be appreciated if you could compile a list of the suppliers to your Department who meet this criteria and send it to me by Thursday 30th April 2015. The list should include name and address - and email contact if available - for each of the organisations. Typical suppliers who may fall into this definition would be those providing a service such as planned maintenance, term contractors, large construction projects, IT projects and consultancy.

The Procurement Team will then be making contact with these companies with a short questionnaire about Living Wage and it is intended that we will have the information from them next month so we can secure Living Wage accreditation before the summer.

This will mean that we are one of only two Scottish Councils to become accredited. It is an opportunity for our Council, as the largest employer in the region, to lead by example and is an important contribution to our Regional Economic Strategy and our forthcoming Anti-Poverty Strategy. Further work is to be undertaken by the Procurement Team over the coming months including dialogue with local suppliers and a review of our contract materials.

Your co-operation and assistance is greatly appreciated.

Definition

When we talk about contracted out workers we mean any and all individuals who:

1. are not directly employed by the Council;
2. work on Council premises, and
3. provide the Council with a service involving 2 or more hours of work in any given day in a week, for 8 or more consecutive weeks.

That could potentially include employees of:

1. organisations which directly contract with the Council; and
2. sub-contractors of those contractors.

When we talk about your premises we mean:

1. property owned or occupied by the Council (including where the Council is a tenant and is provided building-related services through a Lease); and/or
2. land which the Council is responsible for maintaining or on which it is required to work.



Extract from the Dumfries and Galloway Regional
Economic Strategy 2015-2020

Agreed 12 May 2015



Our Vision

“By 2020, Dumfries and Galloway will have a more **diverse** and **resilient** economy. One which is capable of taking advantage of opportunities by combining an appropriately **skilled** workforce and **connected** infrastructure to support more prosperous and **inclusive** communities where every member of every community has equality of access to that prosperity.”

Our Vision Explained

Diverse

Having a wide range of businesses, in terms of both size and sector, that will support the raising of the region's profile. This will be achieved by increasing its visibility at a national level in terms of policy, lobbying, inward investment and promotion of the region as a place to visit.

Resilient

Empower communities to have the capabilities to develop local economic development initiatives through social enterprise. This will ensure that we are better able to withstand economic turbulence caused by factors beyond our control.

Skilled

More people gaining vocational qualifications leading to a better skilled workforce that will attract businesses to invest in the region, bringing with them higher paid jobs that help to tackle the region's low pay.

Connected

Investing in the region's infrastructure, both digital and physical, to ensure that our businesses can take advantage of wider business opportunities offered by improved connectivity.

Inclusive

Ensure that growth supports those most disadvantaged or distant, from the labour market. Address worklessness by reducing the rates of unemployment and underemployment and, promoting the living wage as a means of deriving both social and economic benefits for the region.



Dumfries and Galloway Council
Accreditation Licence Application
12 June 2015

Dumfries and Galloway Council Accreditation Licence Application



UK Living Wage Employer Accreditation Licence

Please complete the sections on page 1, page 8, page 9 (if relevant), page 10 and page 11.

| AGREEMENT INFORMATION | |
|---|--|
| Agreement between: | |
| 1. Centre for Civil Society Limited registered company in England (Company Number: 07333734) whose registered office is at 112 Cavell Street, London, E1 2JA ("Licensor") | |
| 2. Company name | Dumfries and Galloway Council |
| Incorporated and registered in | |
| With company/charity number | |
| Whose registered office is at | Dumfries and Galloway Council HQ, English Street, Dumfries DG1 2DD |
| ("Licensee") | |



Background

Centre for Civil Society Limited is a wholly owned subsidiary of Citizens UK Charity (a charity registered in England) which is responsible for the programme under which employers can apply for Living Wage Employer Accreditation to indicate that the company has adopted an equitable employment policy in relation to its staff in accordance with the minimum standards set out in this Agreement.

1. Interpretation

1.1 "the Agreement Date"

the date on which both parties have signed this Agreement;

1.2 "Branding Guidelines"

the Licensor's branding guidelines in relation to the Trade Mark and/or the Programme as amended from time to time;

1.3 "Employee"

all employees of the Licensee excluding apprentices or interns;

1.4 "Fee"

the applicable fee payable by the Licensee according to the fee structure in Schedule 2;

1.5 "UK Living Wage"

the UK Living Wage as set by the Living Wage Foundation or any successor body;

1.6 "London Living Wage"

the London Living Wage as set by the Greater London Authority or any successor body;

1.7 "Programme"

the Living Wage employer accreditation programme run by the Licensor as outlined in this Agreement;



1.8 “Trade Mark”

the trade mark set out in Schedule 1 and any marks which incorporate or are confusingly similar to them;

1.9 “Term”

the term commencing on the Agreement Date and continuing until termination under clause 6;

1.10 “Greater London”

the 32 London Boroughs and the City of London.

2. Licence

2.1 In consideration of the Fee and the Licensee’s obligations under this Agreement the Licensor provides the Licensee with a non-exclusive, non-transferable license to use the Trade Mark for the Term to promote its adherence to the Programme.

2.2 The Licensee agrees and acknowledges that all intellectual property rights in the Trade Marks and/or in any mark or phrase produced in furtherance of the terms of this Agreement belong to the Licensor.

2.3 The Licensee shall not use any other trade marks confusingly similar to the Trade Marks and shall not use the Trade Marks as part of its publicity and/or corporate trading name except as authorised under this Agreement.

2.4 The Licensee shall comply strictly with any Branding Guidelines and all other reasonable directions of the Licensor regarding the form and manner and application of the Trade Marks.

2.5 The Licensee shall not do anything that brings the Licensor, the Programme or the Trade Marks into disrepute.

2.6 The Licensor warrants that:

2.6.1 it owns the rights in the Trade Mark, is free to enter into this Agreement and has the right to grant the Licensee the rights granted in it; and

2.6.2 the Licensee’s use of the Trade Mark as contemplated under this Agreement will not infringe the rights of any third party.



3. Fee

- 3.1 The Licensee shall pay the Fee in accordance with Schedule 2 and this clause 3.
- 3.2 The Fee shall be paid annually and will be payable within 28 days of receiving a VAT invoice from the Licensor.

4. Licensee's Obligations

- 4.1 The Licensee shall meet the milestones set out in Schedule 3.

Employees In Greater London

- 4.2 From the date of this Agreement, and subject to any amendments made to these conditions by the Licensor from time to time, the Licensee shall for Employees based in London Boroughs:
 - 4.2.1 pay all Employees aged 18 or over not less than the London Living Wage; and
 - 4.2.2 increase the amount which it pays to affected Employees by the same amount as any increase to the London Living Wage, within 6 months of the date on which any increase in the London Living Wage is officially announced; and
 - 4.2.3 notify all affected Employees of the date of the next increase within one month of the official announcement, unless the Employees have been previously notified about the date on which they will receive at least the increase in the Living Wage.

Employees In the United Kingdom (Outside Greater London)

- 4.3 From the date of this Agreement, and subject to any amendments made to these conditions by the Licensor from time to time, the Licensee shall for Employees based in the United Kingdom, outside Greater London:
 - 4.3.1 pay all Employees aged 18 or over not less than the UK Living Wage; and
 - 4.3.2 increase the amount which it pays to affected Employees by the same amount as any increase to the UK Living Wage, within 6 months of the date on which any increase in the UK Living Wage is officially announced; and
 - 4.3.3 notify all affected Employees of the date of the next increase within one month of the official announcement, unless the Employees have been previously notified about the date on which they will receive at least the increase in the Living Wage.



Contractors

4.4 The Licensee shall ensure to the extent permitted by law that any of its contractors which supply an employee (other than an apprentice or intern) who provides a service to or on behalf of the Licensee involving 2 or more hours of work in any given day in a week, for 8 or more consecutive weeks in a year on:

4.4.1 the Licensee's premises; and/or

4.4.2 property owned or occupied by the Licensee (including where the Licensee is a tenant and is provided building-related services through a Lease); and/or

4.4.3 land which the Licensee is responsible for maintaining or on which it is required to work

shall adopt the measures set out in clause 4.2 and 4.3 in relation to such individuals as if they were the Licensee's employees in respect of that employee's work for the Licensee.

Sub-Contractors

4.5 The Licensee shall ensure to the extent permitted by law that any of its contractors which supply a sub-contracted employee who provides a service that falls within the parameters of clause 4.4, adopt the measures set out in clauses 4.2 and 4.3 in relation to such individuals as if they were the Licensee's employees in respect of that employee's work for the Licensee.

5. Records and Compliance

5.1 The Licensee undertakes to provide the Licensor on reasonable request all information necessary for the Licensor to confirm that the Licensee is complying with its obligations under clause 4.

5.2 If the Licensor is not satisfied with the information provided by the Licensee under clause 5.1 or has good reason to doubt whether the Licensee is complying with its obligations under clause 4 the Licensor shall be entitled to:

5.2.1 Require that the Licensee provides reasonable evidence that clauses 4.1 and 4.2 are enforceable under all contracts of employment of directly employed staff (other than an apprentice or intern) and implemented by any Contractor to which clauses 4.3 and 4.4 apply.

5.2.2 Contact and meet with any trade unions representing the Licensee's or its contractor's employees in order to establish that the Licensee and/or its contractors have complied with the obligations in clause 4; and

5.2.3 Contact and meet with the Licensee's employees and/or contractors in order to establish that the Licensee and/or its Contractors have complied with the obligations in Clause 4.



6. Termination

- 6.1 Either party may terminate this Agreement upon written notice effective immediately if the other party has committed a material breach of this Agreement and where such a breach is capable of remedy the other has failed to remedy such breach within 28 working days of receiving notice specifying the breach.
- 6.2 The Licensor may terminate this Agreement upon written notice effective immediately if:
- 6.2.1 the Licensee ceases or threatens to cease complying with Clause 4 or such other terms as the Licensor may reasonably stipulate from time to time as applying to all licensees of the Living Wage Employer mark;
 - 6.2.2 the Licensor and/or the trustees of the Licensor in their sole discretion considers that any action taken by the Licensee brings or may bring the Licensor and/or any of its affiliates, members or group organisations, the Programme or the Trade Marks into disrepute;
 - 6.2.3 the Programme ceases or is withdrawn or modified.
- 6.3 Either party may terminate this Agreement without cause at any time upon 3 month's written notice.

7. Consequences of Termination

- 7.1 On termination of this Agreement under clause 6.3 or by the Licensee under clause 6.1 the Licensee shall:
- 7.1.1 within one month cease to use the Trade Mark on any materials in electronic form including on any websites.
 - 7.1.2 within six months of the termination date cease all other use of the Trade Mark including on printed materials and at the request of the Licensee either return or destroy all the materials bearing the Trade Mark;
 - 7.1.3 immediately cease to print any materials bearing the Trade Mark; and
- 7.2 The Licensor shall refund the Fee pro-rata in respect of the period of time in which the Licensee is no longer entitled to use the Trade Mark.
- 7.3 On termination of this Agreement by the Licensor under clause 6.1 or 6.2 by the Licensor the Licensee shall:
- 7.3.1 within one month cease to use the Trade Mark; and
 - 7.3.2 at the request of the Licensee either return or destroy all the materials bearing the Trade Mark.



8. **Assigning and Sub-Licensing**

The Licensee shall not assign charge licence sub-licence or otherwise part with possession of the benefit or burden of this Agreement without the prior written consent of the Licensor.

9. **Non-Waiver**

No failure or delay on the part of either party to exercise any right or remedy under this Agreement shall be a waiver of such right or remedy.

10. **Variation**

This Agreement may only be amended in writing signed by authorised representatives of the Licensor and Licensee.

11. **Entire Agreement**

This Agreement represents the entire agreement between the parties concerning the subject matter of this Agreement, and supersedes all prior agreements, arrangements, negotiations and/or understandings between the parties.

12. **Jurisdiction**

The validity, construction and performance of this Agreement shall be governed by the laws of England and Wales and shall be subject to the exclusive jurisdiction of the English Courts.



Schedule 1

Trade Mark



Schedule 2

| FEE (please tick where applicable) | | | |
|------------------------------------|------------------------|---------------|-------------------------------------|
| Organisation type | Size of organisation * | Annual Charge | |
| Private sector | ≥ 501 | £1,000 | <input type="checkbox"/> |
| | 251 ≤ 500 | £400 | <input type="checkbox"/> |
| | 51 ≤ 250 | £200 | <input type="checkbox"/> |
| | 11 ≤ 50 | £100 | <input type="checkbox"/> |
| | ≤ 10 | £50 | <input type="checkbox"/> |
| Charities and Public Sector | ≥ 251 | £400 | <input checked="" type="checkbox"/> |
| | 51 ≤ 250 | £200 | <input type="checkbox"/> |
| | 11 ≤ 50 | £100 | <input type="checkbox"/> |
| | ≤ 10 | £50 | <input type="checkbox"/> |

* Employees based in United Kingdom. All fees stated above are exclusive of VAT

We will provide an invoice for the relevant charge +VAT upon receipt of your licence.



Schedule 3

Milestones

This section is relevant for employers who are undertaking phased implementation. Phased implementation means an employer is rolling the Living Wage out across contracts as they come up for renewal.

| | Milestone | Target Date Using Reasonable Endeavours | Final Delivery Date |
|--|------------------------------------|--|----------------------------|
| | <i>[Insert interim milestones]</i> | | |
| | <i>[Insert interim milestones]</i> | | |
| | | | |
| | | | |
| | | | |



Schedule 4

Living Wage Impact Monitoring

It is important for us to be able to measure the impact of the Living Wage.

Each November we work with academic partners to release figures that highlight how many employees have benefited from the Living Wage and how much money has been put into the pockets of low paid workers. This section of the licence helps us gather this data. This information will always be anonymised.

| General questions | |
|--|-----------------------|
| 1. How many directly employed staff members does your organisation have across the UK? | 7,773 |
| 2. When did you implement the Living Wage for all directly employed staff? | 1 October 2011 |

| Impact on directly employed staff | | | |
|--|--------------|--------------------------|--|
| 3. How many full time directly employed staff members have had their wages increased as a result of the decision to implement the: | | | |
| UK Living Wage rate? | 141 | London Living Wage rate? | |
| 4. How many part time directly employed staff members have had their wages increased as a result of the decision to implement the: | | | |
| UK Living Wage rate? | 1055 | London Living Wage rate? | |
| 5. Before implementing the Living Wage what was the lowest hourly rate of pay for these staff members? | | | |
| UK employees | £6.48 | London employees | |

| Impact on third party contracted and subcontracted staff | | | |
|---|------------|-------------------------|--|
| 6. How many contracted or subcontracted staff members have had or will have their wages increased as a result of the decision to implement the: | | | |
| UK Living Wage? | | | |
| Full time staff members | nil | Part time staff members | |
| London Living Wage? | | | |
| Full time staff members | nil | Part time staff members | |
| 7. Before implementing the Living Wage what was the lowest hourly rate of pay for these staff members? | | | |
| UK employees | | London employees | |



CONTACT DETAILS

Please provide details of the primary contact in your organisation. We will send this person confirmation of your accreditation and your invoice. This person will also receive news and updates from us. We will not share your details with anybody else.

| | | | | | |
|---|---|-----------------------------|-------------------------------|--------------------------------|------------------------|
| Title | Mr <input type="checkbox"/> | Ms <input type="checkbox"/> | Miss <input type="checkbox"/> | Mrs x <input type="checkbox"/> | Other (please specify) |
| Name | Gillian McLeod | | | | |
| Job title | Policy and Performance Advisor | | | | |
| Address | Council Offices, English Street, Dumfries | | | | |
| Postcode | DG1 2DD | Region | | | |
| Phone number | 01387 260202 | Email address | gillian.mcleod@dumgal.gov.uk | | |
| Do you have an office in London? If so, in which borough? No | | | | | |
| Do you have more than one office in the UK? No | | | | | |
| How should your organisation's name appear on any public lists: Dumfries and Galloway Council | | | | | |

PLEASE SIGN THE LICENCE BELOW

| | |
|--------------|--------------------------------|
| Signed | |
| Print name | Gillian McLeod |
| Job title | Policy and Performance Advisor |
| On behalf of | Dumfries and Galloway Council |
| Date | 12 June 2015 |

HEAD OF YOUR ORGANISATION

Please provide contact details for the Head of your organisation here, if different from above. We will use this for communications from the Director of the Foundation and invitations to events.

| | |
|--------------|------------------------------|
| Name | Gavin Stevenson |
| Job title | Chief Executive |
| Email | chiefexecutive@dumgal.gov.uk |
| Phone number | 01387 260001 |

FINANCE/RENEWALS

Please provide contact details for the person we should contact about the renewal of your accreditation in 12 months' time, if different from above.

| | |
|--------------|--------------------------------|
| Name | Gillian McLeod |
| Job title | Policy and Performance Advisor |
| Email | gillian.mcleod@dumgal.gov.uk |
| Phone number | 01387 260202 |

YOUR COMPANY LOGO

Please return a high resolution .jpg version of your logo with this licence. We will add the .jpg to the Employers section of our website and use it to order your Living Wage Employer plaque.



Extracts from the Dumfries and Galloway Anti-Poverty
Strategy "On the Up" 2015 -2020

Agreed 25 June 2015

Extracts from the Dumfries and Galloway Anti-Poverty Strategy “On the Up” 2015 -2020



Introduction

This first comprehensive Anti-Poverty Strategy delivers on the Commitment that was made by this Council on 18 July 2014. It sets out what we will do to improve the lives of people in our region experiencing poverty in all its forms. It is ambitious - we have to be ambitious; we have to be committed; and we have to work hard to ensure that this Strategy delivers for the people of Dumfries and Galloway and makes a real difference to their lives.

The Strategy sets out a clear vision and four Objectives. It details the areas of activity that the Council will deliver and the accompanying Action Plan details what Dumfries and Galloway Council services will undertake. It also develops the leadership role of our Council, using our position and influence to ensure that all sectors and organisations work together on these issues. In taking on this role, we are setting the bar for other partners at national and local level. We are clear what we can do as a Council but it is also important that we ensure our Scottish and UK Governments are working just as hard to improve the lives of the people in Dumfries and Galloway.

Our Council Budget for 2015-18 was agreed on 5 February 2015 and we have allocated significant funding over the coming three years for a number of different projects for the prevention of poverty; to support those in poverty; and to help people escape from poverty. The money is funding initiatives ranging from Living Wage accreditation and promoting its benefits to our partners and other organisations; improving information and signposting; increasing employment opportunities for young people; to creating community hubs; and poverty awareness training for staff in schools.

To make progress in an age of austerity is ambitious, but we are confident that by sharing our knowledge, expertise and experiences, and engaging honestly and openly with people experiencing poverty, we can take action that delivers and sees improvements.

There are a range of factors that contribute to poverty, some of which the Council cannot control directly. We recognise that our Council cannot tackle poverty on its own and we will work with our partners across the sectors, all of whom support and are ready to play their part in delivering this significant Action Plan that will reduce and mitigate poverty and inequality in Dumfries and Galloway.





Objective 4: To provide services that meet the needs of people experiencing poverty

Our research clearly demonstrates that poverty does not equally affect families and individuals across Dumfries and Galloway. All service planning and activity should be sensitive to, and aligned around, the needs of each family. There are significant pockets of poverty in dispersed geographical areas and it is crucial that in each locality we have the correct balance of universal, prevention and intervention services, and work with existing structures and organisations.

We have identified six areas where an enhanced focus on our services and strategies must align to support people experiencing poverty:

Children and families

Services work to improve families' life chances, but it is important to recognise that the current difficult financial climate has increased the likelihood of families slipping into income poverty. An area to examine is the cost surrounding the school day, focussing on cost of lunches, textbooks and uniforms to social activities such as school trips. It is important that no child should be excluded from activities or treated differently. Children who live in poverty can feel different and vulnerable and, as they often don't participate in the activities their peers do, they can become socially isolated. This leads to a lack of confidence and low aspiration. We will make sure all school children are encouraged to be involved in their school day and we will support families by addressing and mitigating where possible, the cost of the school day.

Employment

Our drive will be to ensure all residents of Dumfries and Galloway are aware of and able to access employability services to support them into work. Our Regional Economic Strategy identifies the challenges and opportunities facing the region, and has a detailed Action Plan that will ensure there are better skills and employment opportunities for people across Dumfries and Galloway. Our Council will lead by example by becoming an accredited Living Wage Employer and we will encourage employers wherever, and however possible, across the region to pay the Living Wage. We will also tackle low pay and under employment for people across the region.

Finance

We will make sure that residents across Dumfries and Galloway have access to advice, information and affordable credit and have (or have access to) the skills and understanding to make informed decisions about their finances and purchases. There can be aspects of people's personal lives that mean they have to make difficult choices about the money that they have and what to spend it on. We will closely monitor the changes to the state benefits system and the introduction of Universal Credit in our region to ensure that people are claiming all they are entitled to and we will work with the Department of Work and Pensions to address any problems. The work on improving finances for families experiencing poverty is not a task which is exclusive to Dumfries and Galloway Council; we work with key stakeholders such as Registered Social Landlords (RSLs).



Health and Wellbeing

People's circumstances, particularly poverty and deprivation, occupy centre stage when we consider what creates health and social inequalities. Focusing action on three levels of intervention has been recognised at national level (in the NHS Health Inequalities Action Framework 2013) as the best approach - preventing inequality; mitigating the impact of inequality on health; and undoing inequality - and this echoes our overall approach to tackling poverty. Working in a way which focuses on assets and builds resilience is the most effective way to tackle inequality and again, this underpins the approach of this Strategy. It is recognised that there is a relationship between lower incomes and poorer health. Findings from local consultation with services, stakeholders and people experiencing poverty aligns with the national picture detailed by the Joseph Rowntree Foundation (2014) which identifies four broad routes through which income influences health:

Material - money buys goods and services that improve health; the more money families have, the more/better goods they can buy, (such as healthy food products);

Psychosocial - managing on a low income is stressful; comparing yourself to others and feeling at the bottom of the social ladder can be distressing. Such stress can lead to biochemical changes in the body, damaging its systems and eventually causing ill health;

Behavioural - for various reasons, people on low incomes are more likely to adopt unhealthy lifestyle behaviours (smoking and drinking for example), while those on higher incomes are more able to afford healthier lifestyles; and

Poor health leads to low income - this also applies to inequalities more widely - health may affect income by preventing people from taking paid employment. More indirectly, childhood health may affect educational outcomes, in turn affecting employment opportunities and earnings potential.

Home Energy and Fuel

People living on a fixed income, such as benefits and pensions, are particularly vulnerable to fuel poverty where they have to use a high percentage of their income to heat their home. For many it is a choice between using energy and paying other bills and that can cause immediate and long-term health problems. RSLs are again key partners to supporting improvements in insulation and fuel-poor households through the management of their stock and support to residents. The rural nature of the region means that many households are not able to access mains gas, and as such experience, on average, Liquefied Petroleum Gas (LPG) bills which are double that of mains gas.

Travel and Transport

Our transport system must deliver the internal and external connectivity required to sustain and enhance the region's economy and communities. It is about delivering genuine travel choices for our residents; providing access to jobs and public services; enabling goods to reach their markets; and providing the links that promote social inclusion and support quality of life. The cost of rural living can be higher than urban areas with costs of transport, such as the need for vehicle ownership, to lead a more independent life and/or costs of public transport to access services not available locally. Transport is also a particular issue for our disabled citizens and we need to ensure that our services and fares are suitable for their needs.



Objective 4: To provide services that meet the needs of people experiencing poverty

- 4.1 Children and families
- 4.2 Employment
- 4.3 Finance
- 4.4 Health and wellbeing
- 4.5 Home energy and fuel
- 4.6 Travel and transport

| Project or Plan | Actions / Milestones | Responsible Department / service | Progress / Performance Measure |
|--|--|--|--|
| Children and Families | | | |
| Poverty Awareness training for staff in schools | <ul style="list-style-type: none"> • Deliver Poverty Awareness training | Education Services | KPI – Percentage of school staff trained |
| Reduce the extra costs within the school day | <ul style="list-style-type: none"> • Identify areas where extra costs exist within the school day (e.g. Home economics, sports activities) • Identify the total value of extra costs across the school day • Identify areas where financial pressure could be alleviated or removed | Education Services | Project Report KPI – Amount of extra costs removed from families experiencing poverty (£) |
| Employment | | | |
| Promotion of the Living Wage | <ul style="list-style-type: none"> • Dumfries and Galloway Council Accredited as a Living Wage Employer • Promotion of Living Wage accreditation to organisations and companies in Dumfries and Galloway • Support organisations and companies to become Living Wage accredited | Corporate Services – Human Resources | Project Reports KPI – Percentage of staff earning Living Wage or above KPI – Number of Living Wage accredited employers achieved |
| Operate 'Youth Guarantee' in Dumfries and Galloway Every young person leaving school the opportunity for employment and/or training | <ul style="list-style-type: none"> • Implement policies and procedures to operate a 'Youth Guarantee' | Education Services/ Planning and Environment Services | Project Reports KPI – Percentage of Youths with a positive destination |



Press release supporting accreditation launch
30 June 2015

Press release supporting accreditation launch



Dumfries and Galloway Council was accredited with becoming a Living Wage Employer today (30 June 2015). Peter Kelly, Director of the Poverty Alliance, presented the award to the Council Leader. A number of Council employees who have benefitted from the living wage joined the Leader for the presentation.

The Living Wage is an hourly rate set independently and updated annually. The Living Wage is calculated according to the basic cost of living using the 'Minimum Income Standard' for the UK. Decisions about what to include in this standard are set by the public; it is a social consensus about what people need to make ends meet.

Dumfries and Galloway Council Leader, Ronnie Nicholson, said:

"Last week, our Council approved a new anti-poverty strategy for Dumfries and Galloway. The strategy sets out what we will do to improve the lives of people in our region experiencing poverty, in all its forms. The strategy aims to tackle this through by creating actions that will address the causes of poverty. Our Council considers the Living Wage as the single most important contribution to tackling poverty across the region. Dumfries and Galloway is the lowest paid region in Scotland. I am proud that this council is playing its part in tackling that problem by delivering a Living Wage for our staff. But I want to see that rolled out to as many workers across our region through our partners and contractors. Therefore, we will be promoting Living Wage accreditation to all organisations in our region across the public, third and private sectors."

Peter Kelly, Director of the Poverty Alliance said:

"Congratulations to both Dumfries and Galloway Council on becoming accredited Living Wage employers. Local authorities play a vital role by setting an example for employers in their area. By signing up to the Accreditation Initiative, Dumfries and Galloway Council have ensured that all of their employees will always get paid at least the Living Wage. It is great to see more and more organisations – of all shapes and sizes – signing up to accreditation and recognising the role of employers in tackling in work poverty."





Letter from Leader of Dumfries and Galloway Council
to 2,000 employers within the region
September 2015



Your Ref:
Our /
September 2015

Leader
Council Offices
English Street
Dumfries DG1 2DD

Address

Any enquiries please contact
Gillian McLeod
Direct Dial 01387 260202
Fax 01387 260034
E-mail Gillian.McLeod@dumgal.gov.uk

Dear

BECOMING A LIVING WAGE EMPLOYER IN DUMFRIES AND GALLOWAY

When we signed up to the Living Wage Accreditation Initiative in June 2015, Dumfries and Galloway Council ensured that all of our employees will get paid at least the Living Wage. Our Council considers this the single most important contribution to tackling poverty across our region. I am proud that this Council is playing its part by delivering a Living Wage for our staff and we believe that local authorities play a vital role by setting an example for employers in their area.

There is a social case, a business case and a public policy case for the payment of the Living Wage. Recent research shows enhanced productivity, reduced absenteeism and better staff morale to be just some of the potential benefits. It also demonstrates that businesses take their responsibilities to society seriously and proves that fairness and equity is part of their business ethos.

We therefore want to promote Living Wage accreditation to all organisations in our region across the public, third and private sectors. This link to the Scottish Living Wage website <http://scottishlivingwage.org/> accreditation gives more information and the very simple forms that need to be completed in order to become accredited. The site also has details of employers who have already become accredited and some case studies to demonstrate the benefits they have experienced.

If you are thinking of becoming accredited, but are unsure about taking the first step, you can contact the Poverty Alliance on 0141 353 0440 who will talk you through the extremely straightforward process. In addition, if there are any barriers to you seeking accreditation we would be keen to assist you in overcoming them so that we have a Living Wage being paid to as many workers as possible in our region - please contact Gillian McLeod whose details are above.

We look forward to hearing of your progress.

Yours sincerely
Ronnie Nicholson
Leader - Dumfries and Galloway Council



Article in Dumfries and Galloway Council
Broadcast Magazine
Delivered to every household in the region
November 2015



PUTTING EMPLOYEES AT THE HEART OF THE ORGANISATION



WHEN DUMFRIES AND GALLOWAY COUNCIL COMMITTED TO PAYING THE LIVING WAGE IN OCTOBER 2011 IT MEANT THAT OVER ONE THOUSAND PART TIME AND OVER ONE HUNDRED FULL TIME EMPLOYEES SAW THEIR HOURLY RATE OF PAY INCREASE. NOW THEIR WAGE IS **£7.85** PER HOUR.

Peter Kelly, Director of the Poverty Alliance, presents the award to the Council Leader and a number of Council employees who have benefitted from the living wage.

The Council wants to promote Living Wage accreditation to all organisations in our region. Across the public, third and private sectors, the Council wants the Living wage to be rolled out to as many workers as possible.

Dumfries and Galloway Council was accredited with becoming a Living Wage Employer on 30 June 2015.

In June this year, the Council agreed its first ever Anti-Poverty Strategy for Dumfries and Galloway. The Living Wage is one of a whole host of new measures in the Council's new anti-poverty strategy. The Council considers the Living Wage as the single most important contribution to tackling poverty across the region, as Dumfries and Galloway is the lowest paid area in Scotland. The Council is proud that it is playing its part in tackling anti-poverty by delivering a Living Wage for its staff. It will continue to promote Living Wage accreditation to all organisations.

One organisation in the region that has recognised these benefits is

THE BDS GROUP

which is comprised of three independent companies: West10 Entertainment; Ehaus (providing web solutions) and Weesleekit (a multi-media design company). Each of these businesses has achieved Living Wage Accreditation.

Q. When did you become a living wage accredited employer?

We were formally accredited when we became aware of the scheme in the summer of 2015, but as a group of companies, we have always had a policy of paying our staff well. Each of our businesses depends on the expertise and dedication of the staff.

Q. What are the benefits of the Living Wage accreditation from an employer's perspective?

We have a highly skilled and motivated workforce, high attendance rates and a good atmosphere at work. The Living Wage accreditation was an opportunity for us to make a public statement about how we value our employees, helping us to recruit and retain talent.

Q. What was involved in the process of implementing the Living Wage?

Our belief in investing in the staff meant we only had to make minor adjustments to our salary scales. I am pleased to say that our direct suppliers also see the value, so they too are working towards this goal.

MARK KLOSE

is employed in the West10 Entertainment division. He shared what the living wage means from an employee's perspective.



Q. Are you happier in your employment now you are receiving the living wage?

I am happy to be part of a business that has gained accreditation as I feel it shows staff who are employed here are valued and that the company are trying to set an example which other businesses in the region might follow.

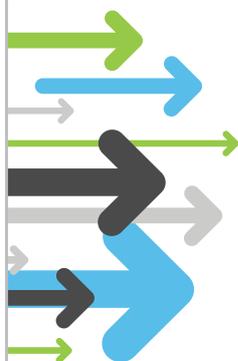
Q. What is your view on other businesses implementing the living wage?

By implementing the Living Wage employers can prove they are willing to invest in their staff and improve their standard of life this can only be a good thing for the individual.

More information can be found at: www.dumgal.gov.uk/antipoverty



Article in Holyrood Magazine
December 2015



Challenging Poverty

The Dumfries and Galloway Council Commitment

Dumfries and Galloway Council recently developed the region's first Anti-Poverty Strategy in June 2015 to tackle the often hidden problem of poverty and inequality in the region.

The Crichton Institute were commissioned by the Council to undertake a study into the nature and patterns of poverty and deprivation across Dumfries and Galloway. The results were stark, including highlighting the fact the region was the lowest paid in Scotland.

The research provided an evidence base for the development of the new strategy. Entitled 'On the Up' the vision of the strategy is to ensure "People will be prevented from falling into poverty; supported to escape from poverty; and able to lead independent, safe, happy and fulfilled lives".

To achieve this vision the strategy has four Objectives:

- To listen to people and families experiencing poverty and make sure their voice is heard;
- To support people experiencing poverty to move from dependence to independence;
- To insure information and services are easy to access; and
- To provide services that meet the needs of people experiencing poverty.

An Action Plan sets out practical ways to improve the lives of people in our region experiencing poverty, in all its forms – income, housing, heating, eating, qualifications, health and wellbeing.

As part of the budget setting process the council allocated £1m a year for 2016/17 and 2017/18 to fund the plan as well as additional funding to support a range of related initiatives.



A key part of the plan is promoting the Living Wage in Dumfries and Galloway. In June 2015 the Council became the first in Scotland to achieve Living Wage Accreditation and were subsequently shortlisted for the 2015 Living Wage Champions Award. The Leader of the Council wrote to around 2,000 businesses across the region encouraging Living Wage payment. Through our research at national and local level it became apparent that paying the Living Wage was the single most important contribution to tackling poverty across the region because Dumfries and Galloway is the lowest paid region in Scotland.

The Council's Social Work Services Committee also agreed in October to support the roll out of the Living Wage to Care at Home providers and pledged to lobby the Scottish Government to secure the funding. There is growing urgency to ensure that care providers are able to comply with requirements to pay the new National Living Wage from April 2016 to stabilise current capacity within the sector.

Strategy is directly linked to schools and education and funding was allocated over three years for poverty awareness sessions for teachers and support staff.

The Council is also looking at how the costs of the school day can be reduced for families on low incomes. This work includes removing the costs from home economics and technical subjects.

"Everybody needs to feel good about themselves, to feel worthy, and I think when you're on benefits you don't have that feeling as you should"

In addition funding has also been committed over the next three years to promote and develop Credit Unions in the region. It is anticipated that the Credit Union's capacity and resilience will increase over the next three years, along with an increase in membership and products. This will enable the movement to operate without the need for additional development support at the end of this period.

As part of the strategy the Council have signed up to the Poverty Alliance's 'Stick



Dumfries and Galloway

Anti-Poverty Strategy 2015-2020

Your Labels' Campaign, highlighting the negative impact of attitudes to poverty.

During Challenge Poverty Week 2015 a different aspect of tackling poverty was taken from the Council's Anti-Poverty Action Plan and profiled each day. These included signing up to the Poverty Alliance's initiative; the Trusted Trader Scheme which protects people from poor quality second hand goods and cars; the difference the living wage makes to people; and raising awareness of our Strategy's vision.

Dumfries and Galloway Council Leader, Councillor Ronnie Nicholson said: "In rural areas, poverty can often be hidden. But we need to face the fact that the level of poverty and inequality facing many local families is simply unacceptable".

"Poverty affects so much of what we are trying to achieve as a council – providing the best start in life for our children, protecting our most vulnerable and building our local economy to provide jobs for our young people".

"That's why we are tackling the problem head on with our Anti-Poverty Strategy . The strategy sets out what we will do to improve the lives of people in our region experiencing poverty in all its forms. It is ambitious – but we have to be ambitious; we have to be committed; and we have to work hard to ensure that this Strategy delivers for the people of Dumfries and Galloway and makes a real difference to their lives.

"People look down at you, you say you're on benefits...there are people out there who will just treat you as if you are a third class citizen"

We are already seeing the results and our region leads the rest of Scotland as the first Council to achieve Living Wage



accreditation and the first to commit to fully mitigate against the impact of the "bedroom tax".

"But we know there is so much more to do. Tackling poverty is a generational issue and one which requires every person in our region to play their part. We all need to work together to help those who are experiencing tough times get back on their feet so they are 'on the up' and looking to a better future."

