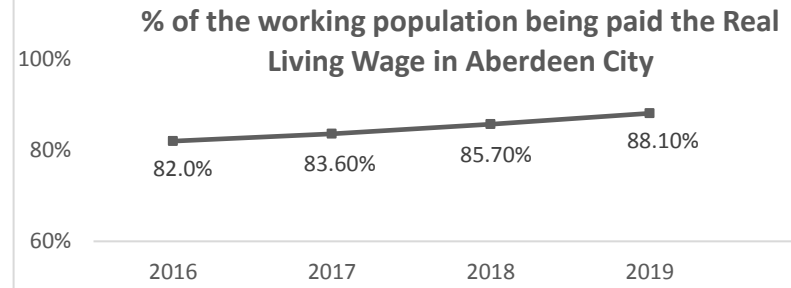
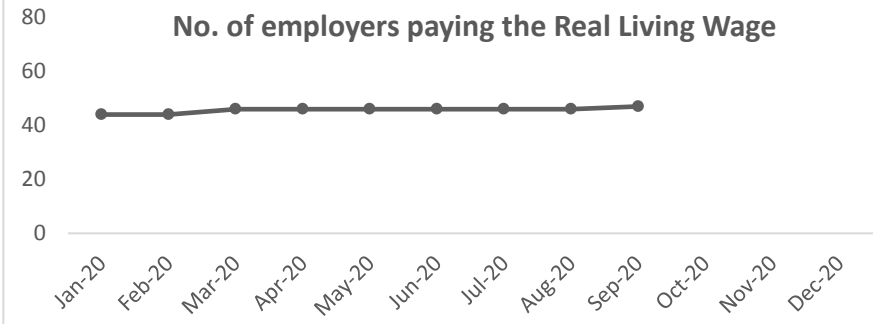


2.3 Real Living Wage

Project Aim	Start Date	Testing End Date	Progress Scale
Increase employer sign up to the Real Living Wage by 2021 and year on year to achieve Real Living Wage City Status by 2026 Project Manager: Martin Barry (Scottish Enterprise) Project Charter Approved December 2019	Dec 2019	Dec 2021	6 – Testing Underway
Changes Being Tested (Specify location/ test group)	Are our changes resulting in improvement?		
<p>The project was paused following the lockdown period as partners focused on dealing with the impact of Covid from their own organisation’s perspective. We are now looking to restart the project but have to be cognisant of the very different landscape we are now operating in, alongside the new realities businesses are facing, and the language that is used in promoting the Wage. The initial phase of the project was very much based around engagement and with ongoing restrictions likely to impact on that until well into 2021, we will be seeking alternative methods and mechanisms to increase awareness of the project and engage with businesses and partners.</p> <ul style="list-style-type: none"> • Living Wage Week 2020 will be held virtually, and discussions are taking place with Living Wage Scotland as to how we can utilise online events. • Discussions will continue with ACC localities team to seek ways to engage with employers to discuss issues around the Wage and low pay. • With Living Wage projects restarting across the country, a benefit of increased virtual working is the establishment of networks to share best practice amongst others. • Opportunities will be sought to seek ways to promote the Real Living Wage and increase accreditation despite the lack of face to face contact. <p>The project team will review how the new landscape affects our change ideas and amend accordingly – and also explore opportunities as to where the biggest impact in delivering these ideas can be made.</p>	<p>It has not been possible to measure improvement over the past few months due to the pausing of the project. However, there has been a slight increase in the number of employers paying the Real Living Wage since the start of the year.</p> <p>The plan remains that engagement with stakeholders will drill down to specific change ideas which will eventually sit alongside the high-level proposals. Appropriate measurement will be recorded once these details are identified.</p> <p>Key to the success of this charter remains private sector engagement and leadership to encourage accreditation to the real living wage. Current economic and social circumstances may slow this process down owing to wider pressures and priorities for businesses, but work will continue to establish the mechanisms that can deliver the change ideas at the appropriate time.</p>		

Improvement Data



Number of non-accredited companies attending engagement events

5
4
3
2
1
0

Date