



Oxford Living Wage Accreditation Scheme

Overview of scheme

The Oxford Living Wage is a voluntary wage rate for employers in Oxford and its surrounding area. It is set by Oxford City Council, in conjunction with the Living Wage Foundation, and from April 1st 2019 is £10.02 per hour. New rates are announced every November, and put into practice by the following April. This accreditation scheme is based on self-reporting, is entirely voluntary, and there is no associated charge.

Benefits of accreditation

- Accredited employers have the right to display the Oxford Living Wage logo on their premises, in their literature and advertisements, and to use the Oxford Living Wage in recruitment and publicity. Initial materials can be provided by the Council at no cost.
- Oxford City Council will display all accredited employers on their Living Wage website and may, from time to time, conduct publicity around employers who are paying the Oxford Living Wage.
- More of Oxford's consumers, employees, citizens will know which businesses support the Oxford Living Wage.

Criteria

- The accreditation system is based on self-reporting. The Council will keep a publicly available and displayed list of employers paying the Oxford Living Wage based on a signed letter from the company or institution committing to the current Oxford Living Wage.
- Every November, when the new Living Wage rates are announced, employers will have to renew their commitment to the new rates by sending a letter to the Council. Letters not received by the end of the calendar year will result in employers being approached to ask if they wish to continue in the scheme.
- All directly-employed employees must receive the Oxford Living Wage rate to qualify, and if contractors are engaged, there must be a commitment to moving contractors to the Oxford Living Wage when it is practicable.
- Employers are not required to extend the Oxford Living Wage to apprentices in order to accredit, however may choose to do so
- The Council reserves the right to remove employers from the accredited list if it receives information, or otherwise takes the view, that the employer is no longer compliant.
- The Council reserves the right to update or amend these criteria, or update the accreditation system, with due notice.

How to Accredit

It's simple - If you meet the criteria, please send a letter confirming you are an Oxford Living Wage Employer, by email or post to the contact details below. You will then be entitled to use the Oxford Living Wage Logo, and promotional materials and benefits outlined in the flyer:

Economic Development Team
Oxford City Council
St Aldate's Chambers
St Aldate's
Oxford
OX1 1DS
Email: EconomicDevelopment@oxford.gov.uk

More information about the Oxford Living Wage is at www.oxford.gov.uk/livingwage

Background

As of April 1st, the new Oxford Living Wage rate is £10.02 an hour. This is the minimum the council pays its staff and agency workers.

The Oxford Living Wage is based on the Real Living Wage, a minimum hourly pay rate that is calculated for the [Living Wage Foundation](#) and updated every November, during Living Wage Week. The Living Wage Foundation sets two rates, one for London and one for the rest of the country.

Oxford City Council is an accredited Real Living Wage employer. Because of the high costs of living in Oxford, the Oxford Living Wage is higher than the Real Living Wage, and it is set at 95% of the London Living Wage.

From April 1st, the Real Living Wage outside London is £9 an hour, and is also voluntary. Employers can also accredit with the nationally recognised [Living Wage Foundation](#) for a small fee. This is seen as a very important first step for employers considering making the progression from paying the lower statutory [national minimum wage](#).