

## WE LOVE THE LIVING WAGE POLICY

<b>Title:</b>	We Love The Living Wage	<b>Date of Student Council:</b>	05/12/2017
<b>Proposer name:</b>	Grace Anderson	<b>Role:</b>	MA Sociology Rep
<b>Seconder name:</b>	Laura Douds	<b>Role:</b>	Vice President (Science and Technology)

### Union Notes:

1. The Living Wage is based on the amount a person needs to earn to cover the basic costs of living.
2. It is set at £8.75 an hour outside London (£10.20 in London). This is higher than the national living wage, which is £7.05 for adults aged over 21, and £7.50 for adults aged over 25.  
<https://www.livingwage.org.uk/what-real-living-wage>
3. The Living Wage enables a person to have a minimum acceptable standard of living with less reliance on benefits, and is calculated annually according to the cost of living in the UK.
4. 53 employers in Cambridge pay the Living Wage: <https://www.cambridge.gov.uk/living-wage>. 20 employers in the Chelmsford area pay the Living Wage. <https://www.livingwage.org.uk/employer-map>
5. The Living Wage assessed by the Living Wage Foundation is different to the government's Living Wage, which is in fact a minimum wage. <https://www.livingwage.org.uk/what-real-living-wage>
6. Anglia Ruskin University are certified as a Living Wage Employer.
7. ARU Students' Union are certified as a Living Wage Employer.

### Union Believes:

1. That there is a correlation between student retention and financial worries.
2. That there is a correlation at ARU between financial worries and bad mental health.
3. That paying students the living wage can alleviate some of their financial stress.
4. That financial support for students from the government is a regular target for budget cuts, with the recent loss of maintenance grants and the NHS bursary.
5. That ARU should treat student staff equally to others they employ.
6. That the living wage set by the Living Wage Foundation is the real living wage as it is assessed specifically to help cover a persons living costs.
7. That if an employer cannot pay a living wage they cannot afford to be in business.
8. That students deserve a living wage and should be supported in accessing one.

### Union Resolves:

1. To use any employability events the Union is involved in to promote that students deserve a living wage and to talk to students about why they should seek a living wage employer when looking for work.
2. To take part actively in the next living wage weeks while this policy is active.
3. To put the Union's commitment to the Living Wage into their recruitment practices and internal policies.