



Co-operative Councils

Innovation Network

COMMUNITY WEALTH BUILDING



Salford City Council

Salford Living Wage City

Salford City Council became the first council in Greater Manchester to pay the real Living Wage and be accredited by the Living Wage Foundation in 2013.

November 2019 saw Salford recognised by the Living Wage Foundation for its activity and ambition to become the first Living Wage City in England: tackling poverty, boosting business and creating a fairer society.

Its Action Plan to achieve this being to:

- target large and iconic employers in the city for accreditation,
- engage low pay sectors in real Living Wage take-up and accreditation,
- support small/ medium sized enterprises to commit to the real Living Wage,
- raise awareness of the Living Wage Movement, and
- spread practical guidance on the real Living Wage within the procurement of services, works and goods across all sectors (but particularly 'anchor organisations').

Whilst Salford is the fastest growing economy in Greater Manchester, nearly 40% of its workforce (44,600 people) earn below the real Living Wage, compared to 30% nationally.

A key target is to double the number of accredited Living Wage employers and employees in the city over a 3-year period (2019-22). To date:

- 59 Living Wage Employers with Salford HQs have become accredited – up from 38,



People-centred councils
driving social innovation
putting people first

E: comms@councils.coop | T: [@CoopInnovation](https://www.coopinnovation.org) | W: [councils.coop](https://www.councils.coop)

- there have been 1,993 up-lifted workers – up from 1,744, and
- 9% of workers in Salford are now covered – up from 7%.

In December 2020, over 3,000 care workers employed in Salford were given a pre-Christmas pay rise thanks to the Council and Salford NHS Clinical Commissioning Group setting aside £1 million. Their hourly rate increased to between £9 to £9.39 an hour – a step towards them all receiving the full real Living Wage of £9.50 per hour.

Progress is overseen by the Salford Living Wage Action Group, consisting of representatives from local businesses, the Council, the University of Salford, other public sector organisations, trade unions and the voluntary, community and social enterprise sector.

Salford's ambition has been recognised earlier this year when it received three awards:

- a) Salford CVS was awarded the Living Wage Champion Awards, for using their funding and grant-making process to promote the real Living Wage,
- b) the Salford Living Wage City Action Group was awarded the Places Champion Award for its success in increasing the number of accredited Living Wage employers in the city, and
- c) Worsley-based Anchor Removals won the Against All Odds industry award for being the only real Living Wage, no zero hours removals company in the UK.

For further information contact:

Alison Burnett

Head of Skills and Work, Skills and Work Commissioning Team (People) – Salford City Council
alison.burnett@salford.gov.uk | 0161 793 2535 | www.salford.gov.uk/jobs-skills-and-work/help-make-salford-a-living-wage-city/