

## Living Wage accreditation for Catholic schools

---



The vast majority of Catholic schools now pay the Living Wage to all their employees. However, only 11 Catholic schools are currently accredited with the Living Wage Foundation. The Church's position is quite clear that paying the Living Wage is the most important thing however, we are now encouraging those who can to become accredited. It is always important to note that schools have pressured budgets which is why the decision about accreditation has been left to each individual Governing Body

The Diocese of Westminster recently gained accreditation from the Living Wage Foundation. Welcoming the move, Cardinal Vincent Nichols said *"I warmly encourage all who are able to do so to join this voluntary accreditation scheme which allows leading employers to show in a transparent way that they value their employees in this way."*

Below are some benefits for schools from accreditation:

### **Benefit to the reputation of the school**

- Once accredited, your school will be able to use the Living Wage logo on its website, and will receive a plaque to put up in the school recognising your commitment to paying the Living Wage.
- All visitors to the school, including Ofsted inspectors, parents and prospective parents will know immediately that the school is part of the scheme. This is an outer sign to the community of the values at the heart of the school's mission.

### **Benefit to the school community**

- By gaining accreditation, the school will be directly supporting the work of the Living Wage foundation, whose mission is to eradicate in-work poverty.
- Many schools are already paying the Living Wage, but publicly supporting the Living Wage campaign is a great way to put faith into action as an example to pupils and the wider community.
- Accreditation will enable the school to discuss the value and dignity of all work to pupils. Some possible activities to inform children about the Living Wage campaign are assemblies, inviting the local MP into the school to open the new plaque and holding a debate in the school council on the justice of each person being paid a fair wage.

To gain accreditation, your school needs to register your interest on the Living Wage Foundation's website, by following this link: <http://www.livingwage.org.uk/how-become-living-wage-employer>. You can also contact Emily Kenway, Campaign Manager for the Living Wage Foundation ([emily.kenway@livingwage.org.uk](mailto:emily.kenway@livingwage.org.uk), 020 7043 9882).

The Living Wage foundation will then guide you through gaining your license, which will require you to pay a small amount to the Foundation, currently £200 for organisations with less than 250 employees. Once completed, licences will be processed within ten days.

If you gain accreditation, please let the Catholic Education Service know about your achievement, by contacting Marie Southall on [msouthall@catholiceducation.org.uk](mailto:msouthall@catholiceducation.org.uk).