

## Our Living Wage approach

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### **What is a Living Wage Funder?**

The Living Wage Foundation runs an initiative called the Living Wage Funders scheme. This encourages funders in the UK to pay a living wage through their grant-making. In June 2015, Comic Relief became a Living Wage Funder. Since then, grants to projects in the UK which contribute toward staff costs have been funded at Living Wage rates or above wherever possible.

For more information on the Living Wage and being a Living Wage Funder you can visit the Living Wage Foundation website: <https://www.livingwage.org.uk>

### **What is the Living Wage?**

The Living Wage is an hourly rate of pay which is set independently and annually updated in November. It is calculated according to the basic cost of living in the UK. There are two rates; one for London (to reflect the higher cost of living) and one for the rest of the UK.

The current rates are available at <https://www.livingwage.org.uk>. When planning your budget for multi-year projects we recommend you allow an uplift every year to allow for the annual increase in the Living Wage.

### **How will paying the Living Wage affect posts?**

Paying the Living Wage applies to all posts, including interns and apprentices, and sessional and freelance workers over the age of 16.

If Comic Relief is part-funding posts, we will pay the Living Wage on the part we are funding and pay the differential from the current salary to Living Wage on the part that we are not funding. Further to this, if you feel you are unable to afford to pay a worker at Living Wage and are considering reducing their weekly hours to meet the benchmark, please do not hesitate to contact us to discuss the matter further.

### **What if, as an organisation, we feel that we can't take up the Living Wage?**

If you feel that you are unable to take up the Living Wage, we strongly encourage you to contact Comic Relief to discuss your options.