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Update on progress made against the recommendations of the Scrutiny Committee's Oxford Living Wage Review Group on 20 March 2018.

Recommendation	Agree	March 2018 Comment: Provided by the Leader	April 2019 Comment: Provided by Matt Peachey, Economic Development Manager
1 - That the Council continues to pay all its staff and agency workers at least the Oxford Living Wage, which should continue to be set at 95% of the London Living Wage rate.	Yes	Existing policy	In place and committed in budget
2 - That the Council includes in its advice to businesses on selling to the Council a statement about the Council being an accredited living wage employer and the benefits of paying the Oxford Living Wage in terms of best value, wellbeing and quality	Yes	We advise our suppliers that they are expected to pay their staff the Oxford Living wage	In place - we advise our suppliers that they are expected to pay their staff the Oxford Living wage and highlight the benefits on our website.
3 - That the Council continues to require suppliers with contract values over £100k to pay their staff and subcontracted staff working on Council projects at least the Oxford Living Wage.	Yes	As above but we cannot enforce this	In place – requested as a requirement but not enforced
4 - That the Council maintains a watching brief on the legal position (including any emerging case law) relating to public bodies requiring contractors to pay their staff a living wage, with a view to strengthening the obligations on the Council's own suppliers and their subcontractors, should the opportunity to do so arise in future.	Yes	Yes, we will continue to review the situation	Situation being monitored on an ongoing basis – checked as of Jan 2019. Status quo for now but legal services continue to monitor emerging case law.
5 – That consideration is given to whether and how the Council could periodically monitor the payment of the Oxford Living	Yes	We will consider whether and how the council might do this. We may seek to obtain confirmation of Living wage	In part as agreed. It has been confirmed a contract term to monitor payment is not legally enforceable, but we still say we

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Wage by suppliers and their subcontractors so that concerns could be raised with suppliers if they were found to not be keeping to their commitments.		payment from suppliers and contractors by including such provision as a contract term to be agreed between the two parties.	require OLW payment.
6 - That the Council ensures that it remains a fully accredited living wage employer.	Yes	This will continue	In place and committed in 2019 budget
7 - That the Council commits to working with the Living Wage Foundation and the broad coalition of stakeholders, especially local trade unions, on making Oxford a Living Wage City. This could include the City Council promoting the payment of the Foundation's 'Real Living Wage' to local businesses as a step in the right direction towards committing to pay the higher Oxford Living Wage from a future date.	Yes	This is a sensible, staged approach that will support the policy of explaining the Living wage policy to employers, and partnership working to secure a greater level of adoption over time.	Ongoing <ul style="list-style-type: none"> Publically stated intention to become a LWF 'Living Wage City' Set up Living Wage Action Group Living Wage Champion coordinating with wider campaign stakeholders Supported Good Food Oxford LW Research Agreed broad criteria with LWF as part of their pilot 'places' scheme Inclusive employer group set up under OSP/economic growth board Living wage campaign week and events held One to one meetings with employers including offered and ongoing LWF support.
8 - That the Council creates, maintains and promotes a list of local employers paying the Oxford Living Wage and makes this list available on the Council website, and newsletter, as well as linking to the Living Wage Foundation's map of employers paying the Real Living Wage.	In part	This can be managed by the Economic Development Team with input from other parts of the Council. We would not set up a separate list but provide a link on the council website to the Living Wage Foundation (LWF). LWF are the accrediting body so we would promote their list of accredited employers locally	Original CEB response - We would not set up a separate list but provide a link on the council website to the Living Wage Foundation (LWF). LWF are the accrediting body so we would promote their list of accredited employers locally. In 2019 an OLW List will be created.
9 - That the Council makes it very clear	Yes	The Charity Leaders Forum is considering	The Charity Leaders Forum has made a

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that in most circumstances grants will only be awarded to organisations paying their employed staff no less than the Oxford Living Wage, and contacts other local public sector commissioners urging them to do likewise.		whether they can make a formal commitment on behalf of their members. However, the Council's grants programme involves a great many bodies employing volunteers, staff members and pro bono workers and it would be very difficult to impose this requirement. We suggest instead that we make it clear in the grant letters that employed staff should normally be paid at least the Real Living Wage, and preferably, the OLW.	formal commitment to paying the OLW. However, the Council's grants programme involves a great many bodies employing volunteers, staff members and pro bono workers and it would be very difficult to impose this requirement. We suggest instead that we make it clear in the grant letters that employed staff should normally be paid at least the Real Living Wage, and preferably, the OLW.
10 - That the Council puts the issue of the Oxford Living Wage and the Real Living Wage on the agenda of the Economic Growth Steering Group to seek ongoing input into ways of boosting its adoption.	Yes	We are asking the Economic Growth Steering group to set up a Task and Finish group on actions employers can take to support a fairer economy. Living Wage will be a key part of that agenda.	The Economic Growth Board agreed to set up a Task and Finish group on actions employers can take to support a fairer economy. Living Wage is a key part of that agenda and progress is reported to the Board.
11 - That the Council hosts an annual Oxford Living Wage seminar or symposium, which could involve local employers, trade unions, campaigners, universities, faith leaders and the Living Wage Foundation, to monitor progress and promote the case for the Oxford Living Wage and encourage employers to sign up to that or the Real Living Wage.	In part	We will aim to ensure that we hold an annual event, in partnership with others as appropriate, targeting employers who wish to discuss workforce issues relating to pay, recruitment practices, training and development, and ways of making the most of their workforce within the CSR context. The OLW can be a key part of this discussion, but other aspects of the wider agenda will also be important to secure business engagement.	Event held at Said Business School with LWF 69 registrations and 40 attendees.
12 - That the Council allocates responsibility to a designated officer to support and oversee the promotion of the Real Living Wage and the Oxford Living Wage. This should include a suite of 'business as usual' activities, as well as specific campaigns, for example around	Yes	The Economic Team can identify an officer to work with colleagues to: <ul style="list-style-type: none"> • Undertake promotion during living wage week • Promote living wage adoption as part of ongoing 	The Economic Development Team is leading on this activity.

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Living Wage Week (building on the successful communications campaign of Living Wage Week 2017).		<ul style="list-style-type: none"> • Commission Research into the barriers to living wage adoption and seek a best practice approaches in line with the agreed recommendations (see 13) • Monitor the RLW accreditation measures over time. • Undertake one related event per annum (see item 11). 	
13 - That the Council commits to flying the Living Wage Employer flag when pay rates are raised every April. Consideration should also be given to flying the Living Wage Employer flag during part or all of Living Wage Week (which would require resolving a clash with an existing commitment to fly the Royal British Legion flag during the same week).	In part	This will be considered on each annual occasion that a new rate is announced and will be done if there is flagpole capacity and no precedence given to another organisation's flag. The commitment to fly the Royal British Legion flag in the week of Remembrance Sunday will not change.	This has been agreed.
14 – That CEB identifies a specific member to lead on the LW/OLW	Yes	Cllr Martyn Rush is the Living Wage Champion with a well- defined role to promote, coordinate campaigns, and help build community capability around Living Wage	See previous response.