

This Union Notes:

1. That the true National Living wage for non-London based employees is £9.00 per hour for 2018/19, and that this is updated annually.¹
2. That Students make up a large portion of the Union's workforce.
3. That the Students Unions at the following Universities are accredited by the National Living wage foundation; Goldsmiths, KCL, UCLH, London Met, LSE, Middlesex, SOAS, UCL, UEL, DMU, Anglia Ruskin, Cambridge, Durham, Manchester, Exeter, Bristol, Huddersfield, LSB, Aberdeen, Strathclyde.²
4. That the following Universities are themselves National Living wage accredited; Birkbeck, Goldsmiths, London Met, South Bank, Middlesex, SOAS, St Mary's, UEL, Wolverhampton, John Moores, Salford, Anglia Ruskin, Oxford, The Open University, Bath, Bristol, Leeds Trinity.³
5. That the UCU, the union which represents a significant number of postgraduate teachers and union staff is itself Living Wage accredited.⁴
6. That ONS research demonstrates that student rent alone can cost 95% of a maintenance loan.⁵
7. That the true National Living wage produces an uplift in Business reputation in 83% of participants, and that 93% of University Students believe businesses should pay the true National Living Wage.⁶

This Union Believes:

1. That the morale and pay of staff, at both the University and the Union itself, are of great importance for individual and collective wellbeing.
2. That by paying the National Living wage, the University and the Union would demonstrate a commitment to wellbeing and relieving the financial pressures endured by both student and non-student staff.⁷
3. That accreditation to the true National Living Wage scheme would encourage business at University and Union outlets and deliver a better service, by improving staff morale, for students who pay high prices in Warwick Retail outlets.
4. That policy document 020 has not achieved the goal of Living Wage foundation accreditation and that the current policy does not ensure students are paid this wage.⁸
5. Student members of the union financially contribute significantly, and that an increase in staff wage should not result in price rises.

This Union Resolves:

1. To repeal Policy document 020.⁹

¹ <https://www.livingwage.org.uk/what-real-living-wage>

² <https://www.livingwage.org.uk/faqs>

³ <https://www.livingwage.org.uk/faqs>

⁴ <https://www.livingwage.org.uk/faqs>

⁵ <https://www.independent.co.uk/money/spend-save/students-rent-benefits-maintenance-loans-average-money-tuition-fees-cost-a8223281.html>

⁶ <https://www.livingwage.org.uk/good-for-business>

⁷ <https://www.livingwage.org.uk/what-are-benefits-accreditation>

⁸ <https://democracy-files.warwicksu.com/council/Policy/Policy/Development and Environment Zone/020 - A Living Wage for Union Staff.pdf>

⁹ <https://democracy-files.warwicksu.com/council/Policy/Policy/Development and Environment Zone/020 - A Living Wage for Union Staff.pdf>

2. To mandate the President and the Democracy & Development Officer to liaise with the relevant staff and the SU Trustees to publicly report on Union progress towards becoming a living wage certified body.
3. For the Union to work towards becoming a living wage accredited body by the end of the financial year of April 2020.
4. To mandate the President and the Democracy & Development Officer to lobby the University to encourage that it, and its subsidiaries such as Unitemps, becoming accredited to the National Living Wage scheme. This should comply with the above date of April 2020 too.