

Meeting of:	Cabinet
Date of Meeting:	Thursday, 17 July 2025
Relevant Scrutiny Committee:	Resources Scrutiny Committee
Report Title:	Real Living Wage Accreditation
Purpose of Report:	To seek approval for the authority to begin the process of becoming an accredited Real Living Wage employer, to ensure that those in our supply chains are paid a wage that recognises the true cost of living.
Report Owner:	Executive Leader and Cabinet Member for Resources
Responsible Officer:	Corporate Director Resources
Elected Member and Officer Consultation:	Chief Executive Strategic Leadership Team Trade Union Representatives
Policy Framework:	This matter is for Executive decision by Cabinet
<p>Executive Summary:</p> <ul style="list-style-type: none"> This report seeks agreement for the Council to proceed with the accreditation process to become a Real Living Wage (RLW) employer following the previous decision made by Cabinet to pay Council staff the RLW rate. The report highlights the Council's approach to becoming a RLW Employer and focusses on the next steps on how accreditation would be achieved. 	

Recommendation

1. That Cabinet approves the proposals set out in this report for the Council to apply for formal accreditation to become a Real Living Wage employer.

Reason for Recommendation

1. To enable the Council to become an accredited Real Living Wage employer and work with its suppliers over the medium term to enable them to become Real Living Wages employers.

1. Background

- 1.0 The Real Living Wage (RLW) is based on the concept of the amount of money that is needed to ensure that people are able to live both with dignity and provide a decent standard of living for their families. The RLW should not be confused with the National Minimum Wage (£12.21ph from April 2025- age 21+) which is a legal requirement. Adoption of the RLW is optional for employers. The current RLW amount is £12.60 per hour.
- 1.1 The RLW campaign started in the early 2000s and has since been adopted by over 16,000 employers across a range of sectors. Councils across the UK have also signed up and a number of other Welsh authorities such as Cardiff, Cardiff Capital Region, Bridgend and Rhondda Cynon Taf Councils have achieved accreditation.
- 1.2 According to the RLW Foundation the initiative is currently enjoying national and local cross-party political support and in addition to setting examples of pay for employees, it also is concerned with ethical employment and procurement practices. The RLW itself is an hourly rate that is set independently, updated annually and is calculated according to the basic cost of living in the UK.
- 1.3 In addition to the financial benefits to employees, research into those organisations who have introduced the RLW has reported a range of business and wider economic benefits including reduced absenteeism, increased productivity and improved 'employer of choice' perceptions.
- 1.4 The RLW is a voluntary commitment by employers to pay their staff a wage that meets the cost of living, rather than just the government minimum. This initiative is led by the Living Wage Foundation, which accredits employers who choose to adopt this standard. Annual announcements are usually made in November of each year stating the real living wage and providing all accredited employers with six months to uplift the pay of their staff.

2. Key Issues for Consideration

- 2.1 There are a number of issues regarding the implementation of the RLW for the Vale of Glamorgan Council and these are detailed below.

The Council's Approach to Date

- 2.0 In June 2022 Strategic Leadership Team (SLT) considered proposals regarding the RLW. This followed work undertaken by a cross-directorate working group chaired by the Director of Corporate Resources who were considering the emerging position in relation to the cost of living crisis and the impact on communities and colleagues.
- 2.1 SLT agreed to recommend to Cabinet that the Council should consider informally adopting the RLW and due to the rate of the RLW at the time, that position applied to colleagues on the two lowest pay grades.
- 2.2 Cabinet resolved to informally adopt the RLW in February 2023 (Cabinet Minute C227 refers) and to reflect this with effect from December 2022. That report also indicated that a further report on the approach to becoming a RLW employer would be considered.
- 2.3 The cost of the 2022/23 backdated payments was initially met from in year balances with any residual sum from reserves. The new rates have since been reflected within the base budget from 2023/24 onwards, provision for which was included in the Council's draft budget proposals annually.
- 2.4 Recent discussions with Cynnal Cymru, the accreditor for the RLW in Wales, have confirmed that the Council is well placed to begin the process of accreditation. This is due to payroll systems being set up to process such payments and the financial costs have been built into the annual budget process. This should therefore simplify the initial steps of completing the accreditation process.

Benefits of Accreditation

- 2.5 There are several identified benefits of accreditation (Source: Real Living Wage Foundation). These include:
- **Fair Pay:** Ensures employees earn enough to live on, promoting financial stability and reducing poverty.
 - **Employee Well-being:** Improves morale and productivity as employees feel valued and secure.
 - **Business Advantages:** Attracts talent, enhances reputation, and can lead to better employee retention.
 - **Assessment:** The Foundation reviews the application to ensure compliance with the Living Wage rates.
 - **Certification:** Once approved, employers receive the Living Wage Employer Mark, a plaque, and other promotional materials.

- 2.6 Costs:** The accreditation fees are based on the size of the organization, with lower rates for smaller businesses to make it accessible. The current costs are estimated at £565 for the Council.
- 2.7** There are also some potential or perceived disbenefits associated with the RLW as noted in the earlier Cabinet report, including:
- **Erosion of pay differentials:** This identifies the issue that staff in supervisory roles are paid may only receive a small difference in pay per hour than the staff they supervise. Work is being undertaken nationally and locally on the pay structure to ensure it is fit for purpose due to pay differentials becoming narrower.
 - **Impact on individuals' benefits:** With any increase in pay, this can have an impact on staff receiving benefits. However, with staff being notified in advance of increased pay due to the RLW, which is normally announced in the Autumn, and paid in the following April, it gives time for staff to make any necessary adjustments.
 - **Cost of the accreditation:** This is an additional £565 for accreditation annually.

Policy Context

- 2.8** In recent years, the RLW has attracted more interest and the Council has been actively exploring the role this could have in supporting both Council staff and also for the wider economic impact within the Vale of Glamorgan and Wales. This has formed part of the thinking process during the development of Vale 2030, and notably, wellbeing objective five (to be the best council we can be) as well as how his work will be progressed in the next five years.
- 2.9** The Public Services Board hosted a workshop session earlier this year, with presentations on the Wellbeing Economy concept from Wellbeing Economy Cymru, the process of RLW accreditation from Cynnal Cymru and discussions with the Future Generations Commissioner's Office.
- 2.10** The Wellbeing of Future Generations Commissioner is required to produce a five year report on the adoption, implementation and impact of the Wellbeing of Future Generations Act. In the report published earlier in the year, the Commissioner's outlines a number of challenges which are.
- Reverse nature loss
 - Reduce carbon emissions
 - Alleviate poverty
 - Decrease inequality
 - Prevent ill health
 - Fix our broken food system
 - Protect and enhance cultural well-being
- 2.11** The report specifically highlights the importance of RLW accreditation as a key pillar of Welsh Government's fair work agenda and its role in addressing

inequality. It provides several recommendations and case studies to support public bodies and businesses in achieving accreditation.

- 2.12** The report emphasises that only 13 public bodies subject to the Well-being of Future Generations Act have achieved Real Living Wage Employer accreditation, with only three out of 22 Local Authorities accredited. It calls for all public sector organisations to commit to a plan to achieve accreditation by 2027 (Recommendation 35 of the report).
- 2.13** The report highlights the economic benefits of accreditation, noting that since 2016, around 20,400 additional people in Wales have been uplifted to the RLW, adding £141 million in additional income for low-wage earners. A link to the report can be found in the Background Papers to this report. The Council is currently considering its response to all of the recommendations made by the Commissioner as part of the consultation process and further information will be provided to Cabinet in due course for consideration.
- 2.14** As further policy context, as part of a study conducted in October and November 2024 by Wellbeing Economy Cymru, 750 respondents were asked a question of “Is Wales Ready for Wellbeing Economics?”. A link to the report can be found in the Background Papers to this report.
- 2.15** That report highlights that a wellbeing economy prioritises fairness in life and work, which aligns with the principles of the RLW. This suggests that transitioning to a wellbeing economy could create a supportive environment for implementing fair wages.
- 2.16** The study also emphasises the importance of community engagement and grassroots dialogue. These could be leveraged to build awareness and support for the real living wage as part of broader efforts to improve economic fairness.

Council Considerations

- 2.17** To inform the decision as to whether to now seek to achieve formal accreditation, a series of issues have been considered including the Council’s staffing profile (including impact on pay gaps), impact on payments made to employees outside of core contracted hours (i.e. enhancements), the impact on Big Fresh and the supply chain.
- Staffing Profile
- 2.18** The current payment of the RLW effects approximately 680 staff in both Council and School positions. The following table shows the most populated roles in Grade 1 and Grade 2 positions.

Grade 1	Position	No. in Posts
	Breakfast Club Supervisor	169
	Cleaner	147

	Catering Assistant	153
	Domestic Assistant	18
	Kitchen Assistant	9

Grade 2	Position	No. in Posts
	Midday Supervisor	178
	Breakfast Club Senior Supervisor	30
	General Labourer	18
	LSA L1	13
	Security Guard	9
	School Crossing Patrol	8

2.19 The total FTE is 235, due to the significant number of part-time staff in the above roles.

2.20 Based on the 680 staff, this will have a continued positive effect on the gender pay gap, as 87% of the staff in these Grade 1 and Grade 2 job groups are female. It is worth noting that, overall, 67% of Council staff (reported under the Gender pay gap legislation) are female workers, therefore showing the increase to the RLW will have a positive effect on the Gender Pay Gap.

2.21 The following table shows the percentage breakdown of Ethnicity within Grades 1 and 2 and the Council overall.

Ethnicity	% within Grades 1 and 2	Council Wide %
White	81.5%	71.4%
Global Majority	3.7%	4.9%
Not Known/Not Declared	14.8%	23.7%

2.22 Further work is ongoing to improve response rates to recording ethnicity for staff and to evaluate the potential implications of adopting the RLW on the ethnicity pay gap.

- Enhanced payments e.g. overtime rates

2.23 Any overtime or enhanced rates will be payable on the Real Living Wage amount, therefore benefiting staff who undertake additional hours.

- School Based and Big Fresh Employees

2.24 The Big Fresh Catering Company has elected to also pay the RLW since the Council informally adopted it. Following discussion with Big Fresh Catering

Company, they have confirmed that this position continues and is planned to continue. Seeking formal accreditation as a RLW employer, if desired, would be a matter for the Company's Board of Directors. School based staff are paid by the Council using the Council's agreed pay structure and as such would be included within the Council's accreditation.

- Supply Chain: Contractors and 3rd party providers

2.25 The RLW accreditation process requires an employer to ensure that staff not only directly, but also indirectly employed staff are paid the RLW. As such, an initial exercise has been undertaken to identify if commissioned services and organisations linked to the Council pay the RLW. This is currently a mixed picture, with some paying the RLW rate, some funded to do so and others not doing so currently.

2.26 Work will take place with our commission service providers to ensure that moving to the RLW over the medium term is undertaken.

- Procurement Policy and Strategy

2.27 Cabinet is due to consider the revised Procurement Policy and Strategy and to ensure that the contents of that document and these proposals align, the following has been included in section 8.3.

2.28 *"8.3. The Vale of Glamorgan Council has committed to paying all its directly employed staff at the rate of the Real Living Wage or above. Through grant support from Welsh Government all care staff engaged through contracts with the Council are paid the Real Living Wage. The Vale of Glamorgan Council expects all its suppliers, contractors and service providers to adopt the Real Living Wage. As a commissioner, the Vale of Glamorgan will review on a case-by-case basis where it is appropriate to require the payment of Real Living Wage to staff through its contracts. The Council will include this in as many contracts as possible with the aim to only work with suppliers, contractors and service providers who pay the Real Living Wage over the medium term"*

2.29 The above paragraph can be updated further if accreditation is achieved.

The Accreditation Process

2.30 The accreditation process has four stages - determination, online application, processing and accreditation.

2.31 Determine Eligibility:

- The Council ensures all directly employed staff are paid at least the RLW.
- The Council puts in place a plan to ensure any contracted staff are paid the real Living Wage within a reasonable timeframe.

2.32 Online Application:

- The Council completes the online accreditation application form provided by the Living Wage Foundation. This will involve providing details about the organisation, staff numbers, and the plan for implementing the Living Wage for contracted staff.

- The Council uploads the Council's logo for display on the Living Wage Foundation's website.

2.33 Application Processing

- The Living Wage Foundation will review the Council's application.
- The Living Wage Foundation will aim to process applications within ten working days, but this may vary depending on volume and size of organisation.

2.34 Accreditation

- Upon successful processing, the Council will receive confirmation and be granted accreditation. This includes a license agreement between the Council and the Living Wage Foundation.
- The Council will receive the Living Wage Employer Mark to display publicly.
- Accredited employers also receive guidance on implementing the Living Wage, including best practice for rate increases and working with third-party organisations.

2.35 Cabinet is recommended to approve the proposals in this report for the Council to become an accredited RLW employer.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

3.1 The proposals in the Vale 2030 Corporate Plan align with the Five Ways of Working and contribute to the Well-being Objectives.

3.2 Long Term: The promotion of the RLW supports financial stability and reduces poverty, ensuring individuals and families can meet their basic needs now and in the future. This contributes to long-term economic resilience and improved well-being across generations.

3.3 Integration: The RLW contributes to multiple well-being goals, including reducing poverty, improving health outcomes, and fostering economic growth.

3.4 Involvement: The Council engages with residents, businesses, and partners to promote fair employment practices, including the adoption of the RLW. This reflects the Council's commitment to listening to stakeholders and ensuring inclusive economic opportunities.

3.5 Collaboration: The Council works with local businesses, social enterprises, and other organisations to encourage the adoption of the RLW. Collaborative efforts ensure that employment opportunities in the Vale align with fair pay standards, benefiting workers and the local economy.

3.6 Prevention: By promoting the real living wage, the Council helps prevent poverty and financial hardship, reducing reliance on social services and improving overall well-being.

4. Climate Change and Nature Implications

- 4.1** There are no Climate Change or Nature Implications directly related to this report.

5. Resources and Legal Considerations

Financial

- 5.1** The cost of accreditation as a RLW Employer is £565 per annum.
- 5.2** The current cost of the meeting the RLW is estimated to be approximately £150,000 p.a. in a full year. As noted above, this is already included in existing budgets.
- 5.3** Cabinet will note that there is a timing issue relating to the RLW rate announcement (autumn) and when the national pay awards are agreed (sometimes well into the new financial year). However, the Council has determined in recent years to pay the RLW from April. It is recognised that when the nationally agreed pay awards are approved by the National Joint Council, this sometimes will exceed the RLW, therefore, 'additional' costs are forecast to be provided for within the Council's budget. This will likely be the case for 2025/26, where the national pay award will exceed £12.60 per hour.
- 5.4** Discussions with the Schools Budget Forum will be needed to ensure that individual schools are aware of the implications of the initiative and how the funding will be received.

Employment

- 5.5** The application of the RLW is a proportionate measure to address the issue of low pay. The new Single Status current grading arrangements will need to be maintained and, therefore, those members of staff eligible for the RLW will receive a supplement to their pay. In accordance with the recommendation of the Living Wage Campaign, it is proposed that there will be no eligibility criteria based on age. All qualifying employees regardless of age will receive no less than the RLW rate.
- 5.6** The only staff not eligible for the RLW, are those on apprenticeship contracts, who are paid National Minimum Wage rates based on age.
- 5.7** When a new RLW has been announced in recent years, targeted communication has been undertaken with individual letters sent to the employees concerned. These letters signpost employees to relevant support services and agencies so that advice on implications for benefits can be sought if required.
- 5.8** The GMB, UNISON and Unite Trade Unions are all committed to the principle of the Living Wage at a National level, as is the TUC. They accept that there are some advantages in applying it within the Vale of Glamorgan Council, including the achievement of a minimum standard of living, some reduction in financial

insecurity, an improved quality of life for the lowest paid staff, and it could potentially stimulate the local economy, by increasing the disposable income of those directly affected.

- 5.9** The three Trade Unions also support any initiative that seeks to encourage other employers and/or contractors to follow suit, by the use of any influence or contract terms that can be legitimately exploited. Further, they felt that it was important that the implementation issues, raised in the report, concerning impact on benefits and implications for pay differentials would need to be carefully monitored. They also reiterated the importance of an ongoing clear and constructive communication strategy for those impacted.

Legal (Including Equalities)

- 5.10** The legal implications of implementing the RLW are outlined in the body of the report but it is important to stress that payment of the Living Wage will be discretionary and not contractual or in pursuance of any other legal obligation. At present it is not envisaged that the payment of a Living Wage Supplement to eligible employees will affect the current Single Status grading structure or the job evaluation of roles. It is recommended that the payment of the Living Wage Supplement should be reviewed periodically to ensure that any anomalies that have developed can be addressed.
- 5.11** This is a positive impact which will ensure those on Grade 1 and 2 will be paid the RLW which is the hourly rate recommended by the Living Wage Foundation. An Equality Impact Assessment has been completed, and as the workforce is predominately female (87%), this will therefore have a positive impact for our female employees and improvement to our Gender Pay Gap.
- 5.12** An Equality Impact Assessment has been produced and can be found in Appendix A.
- 5.13** The Equality Impact Assessment identifies that there will be a positive impact of these proposals for staff on Grades 1 and 2. Impacts by protected characteristic, Welsh Language and human rights are as follows:
- 5.14** **Age** – The age grouping of staff are fairly consistent across the age brackets, and shows the general trend of an ageing workforce.

Age Range	% of staff
16-24	3.3%
25-34	14.1%
35-44	20.9%
45-54	25.5%
55-64	28.6%
65+	7.6%

- 5.15** **Disability, Gender reassignment, including gender identity, Marriage and civil partnership (discrimination only), Pregnancy and maternity, Sexual orientation**
- There is insufficient data to ascertain the impact for these groups.

- 5.16 **Race** - Data suggests the majority of employees in this group fall into the Category identify as white British.
- 5.17 **Religion and belief** - Data suggests that the majority of employees in this group identify as Christian.
- 5.18 **Sex** - This workforce is predominately (87%) female therefore this has a positive impact for our female employees.
- 5.19 **Socio-economic considerations** - The economic benefits of accreditation, noting that since 2016, around 20,400 additional people in Wales have been uplifted to the RLW, adding £141 million in additional income for low-wage earners.
- 5.20 **Welsh language and human rights** – not applicable.

6. Background Papers

[https://www.valeofglamorgan.gov.uk/en/our_council/Council-Structure/minutes, agendas and reports/agendas/cabinet/2023/23-02-16.aspx](https://www.valeofglamorgan.gov.uk/en/our_council/Council-Structure/minutes,_agendas_and_reports/agendas/cabinet/2023/23-02-16.aspx)

<https://futuregenerations.wales/cym/wp-content/uploads/2025/05/Future-Generations-Report-2025.pdf>

<https://wellbeingeconomy.wales/wp-content/uploads/2024/11/New-Is-Wales-ready-for-a-wellbeing-economy .pdf>

Equality Impact Assessment

Including the Welsh Language and Socio-economic Duty

Please click on headings to find general guidance or section guidance with an example.

You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Nicola Hinton, Equality Co-ordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

1. What are you assessing?

The Council to become an Accredited Living Wage Employer
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2. Who is responsible?

Name	Laithe Bonni	Job Title	HR Operational Manager
Team	HR&OD	Directorate	Resources

3. When is the assessment being carried out?

Date of start of assessment	July 2025
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4. Describe the proposal?

What is the purpose of the proposal? The proposal is for the Authority to be fully accredited by the Living Wage Foundation to become a Real Living Wage Employer
Why do you need to put it in place? - Although the Council currently pays the Real Living Wage (RLW), the Council wishes to consider accreditation to show its commitment to supporting low paid workers, and to work with its suppliers to ensure they consider paying the RLW.

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<p>Do we need to commit significant resources to it (such as money or staff time)? – annual accreditation fee is £565. There will be some resources need to complete the accreditation application.</p>
<p>What are the intended outcomes of the proposal? – Accreditation is achieved and the Council can use the Living Wage Employer logo on Council materials.</p>
<p>Who does the proposal affect? – All staff currently in Grades 1 and 2 only</p> <p>Note: If the proposal affects lesbian, gay, homosexual, or transgender people, ensure you explicitly include same-sex couples and use gender neutral language.</p>
<p>Will the proposal affect how other organisations work? - we will be working with organisations who do not pay the RLW, to adopt the RLW.</p>
<p>Will the proposal affect how you deliver services? No</p>
<p>Will the proposal impact on other policies or practices? No</p>
<p>Can you change the proposal so that it further promotes equality of opportunity and fosters good relations? No</p>
<p>How will you achieve the proposed changes? Complete the accreditation process following approval by Cabinet in July 2025.</p>
<p>Who will deliver the proposal? – Human Resources, with support from other directorates as necessary.</p>
<p>How will you know whether you have achieved the proposal's purpose? Accreditation is achieved from the Living Wage Foundation.</p>

5. What evidence are you using?

The Gunning Principles, established from past court cases, can be helpful in ensuring we apply fairness in engagement and consultation:

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Principle 1: Consultation must take place when the proposals are still at a formative stage. You must not have already made up your mind.

Principle 2: Sufficient reasons must be put forward to allow for intelligent consideration and response. Have people been given the information and opportunity to influence?

Principle 3: Adequate time must be given for consideration and response. Is the consultation long enough bearing in mind the circumstances?

Principle 4: The product of consultation must be conscientiously taken into account when finalising the decision.

Have you complied with the duty to engage as described above and are you sufficiently informed to proceed?

Yes			
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Engagement (with internal and external stakeholders)

Consider communities of interest or place (where people are grouped together because of specific characteristics or where they live).

Please include engagement with internal networks where appropriate – GLAM and Ethnic Minority Network.

The Council has been paying the RLW since 2022, and therefore, applying for accreditation is the final step. Engagement with SLT, Elected Members and Trade Unions has taken place.

Consultation (with internal and external stakeholders)

Consider communities of interest or place (where people are grouped together because of specific characteristics or where they live).

Equality Impact Assessment

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Please include consultation with internal networks where appropriate – GLAM and Ethnic Minority Network.

We have engaged with some of our external commissioned service providers, to understand if they pay the RLW, and once the Council is accredited to consider medium term plans to enable them to pay the RLW if they don't already pay.

National data and research

Including Equality and Human Rights Commission's 'Is Wales Fairer 2018' Report, its Measurement Framework, the Future Generations Report 2020, Welsh Index of Multiple Deprivation, Census.

The following reports have been considered:

- Future Generations Report 2025
- Is Wales ready for a Wellbeing Economy
- Gender Pay Gap data
- Ethnicity Pay Gap data

Local data and research

Including Vale of Glamorgan Council's Community Impact Assessment.

- Previous Cabinet/SLT reports on the RLW
- Vale 2030 Corporate Plan

Equality Impact Assessment

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6. How robust is the evidence?

<p>Does it show what the impact will be (positive and negative)?</p> <p>Positive impact on Female Workers with improvements to the Gender Pay Gap.</p>
<p>What are the gaps? – Further work needed on Ethnicity reporting as data is not as robust in this area due to large numbers of staff who have not updated their ethnicity information.</p>
<p>What will you do about this? – Improve reporting of ethnicity data for staff. Information has gone out to ask staff to update their personal data. Further communications can be sent.</p>
<p>What monitoring data will you collect? – annual reporting of gender and ethnicity pay gap</p>
<p>How often will you analyse and report on this? Annually</p>
<p>Where will you publish monitoring data and reports? Report to SLT as required</p>

7. Impact

<p>Is there an impact? - Yes</p>
<p>If there is no impact, what is the justification for thinking this? Provide evidence.</p>
<p>If there is likely to be an impact, what is it? – Positive Impact on staff on Grades 1 and 2</p> <p>Age – The age grouping of staff are fairly consistent across the age brackets, and shows the general trend of an ageing workforce. See following table:-</p>

Equality Impact Assessment

Including the Welsh Language and Socio-economic Duty

16-24	3.3%
25-34	14.1%
35-44	20.9%
45-54	25.5%
55-64	28.6%
65+	7.6%

Disability

There is insufficient data to ascertain the impact for this group.

Gender reassignment, including gender identity

Ensure policies explicitly include same-sex couples and use gender neutral language.

Marriage and civil partnership (discrimination only)

There is insufficient data to ascertain the impact for this group.

Pregnancy and Maternity

There is insufficient data to ascertain the impact for this group.

Race

Data suggests the majority of employees in this group fall into the Category identify as white British.

Religion and belief

Data suggests that the majority of employees in this group identify as Christian.

Sex

This workforce is predominately (87%) female therefore this has a positive impact for our female employees.

Sexual orientation

There is insufficient data to ascertain the impact for this group.

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Socio-economic considerations

Socio-economic disadvantage can be disproportionate in both communities of interest and communities of place – think about how this leads to further inequality of outcome and how intersectionality can exasperate this.

The economic benefits of accreditation, noting that since 2016, around 20,400 additional people in Wales have been uplifted to the RLW, adding £141 million in additional income for low-wage earners.

Welsh language

How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure the Welsh language is not treated less favourably than the English language, and that every opportunity is taken to promote the Welsh language (beyond providing services bilingually) and increase opportunities to use and learn the language in the community?

n/a

Human rights

n/a

How do you know?

Explain this for each of the relevant protected characteristics as identified above.

The above is based on the data the Council holds and research undertaken as part of formulating the proposals.

What can be done to promote a positive impact?

Explain this for each of the relevant protected characteristics as identified above.

Equality Impact Assessment

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As described above.

What can be done to lessen the risk of a negative impact?

Explain this for each of the relevant protected characteristics as identified above.

Further work will be undertaken to understand where there is insufficient information to identify the impact. No negative impacts based on protected characteristics have been identified.

Is there a need for more favourable treatment to achieve equal outcomes? (Disability only) - No

Will the impact be positive, negative or neutral? - Positive

Explain this for each of the relevant protected characteristics as identified above.

See following statement:-

Council Workforce – Attracting and retaining talent into our workforce

The wider district – our accreditation sets an example for other local businesses to do the same and pay a real living wage.

8. Monitoring ongoing impact

Date you will monitor progress and outcomes – Annually as part of ongoing accreditation and via the Annual Equality Monitoring Report.

Measures and outcomes that you will monitor – Paying of the RLW to staff and agency workers. Numbers of external business paying the real living wage following the Council accreditation process. Pay gaps as described above.

Equality Impact Assessment

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Date you will review implemented proposal and its impact - 12 months following accreditation/

9. Further action as a result of this equality impact assessment

Possible Outcomes	Say which applies
No major change	No further action necessary
Adjust the policy	
Continue the policy	
Stop and remove the policy	

10. Outcomes and Actions

Recommend actions to senior management team
Outcome following formal consideration of proposal by senior management team To progress to formal accreditation.

11. Important Note

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

12. Publication

Where will you publish your approved proposal and equality impact assessment?

Equality Impact Assessment

Including the Welsh Language and Socio-economic Duty

Via the Cabinet report seeking endorsement for the proposals.

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Nicola Hinton, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

13. Authorisation

Approved by (name)	Tom Bowring
Job Title (senior manager)	Director of Corporate Resources
Date of approval	10 July 2025
Date of review	12 months and annually via the Annual Equality Monitoring Report.