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This JCR notes that:

1. Worcester College is not currently an accredited Oxford Living Wage employer.
2. The University of Oxford has committed to paying the Oxford Living Wage since 1 August 2020. In 2020-21, this is set at £10.21 per hour. Campion Hall, Blackfriars and St Cross are also Oxford Living Wage Employers.
3. Previous Worcester JCR motions have shown overwhelming support for Worcester to offer a wage that allows people to live sustainably and with dignity in this city. ([Link here](#))
4. The *National Living Wage* (£8.75) is required by law for workers over 25. The *Real Living Wage* is calculated by the Living Wage Foundation and is voluntary. The Real Living Wage currently stands at £9.30 for the UK and £10.75 for London. The *Oxford Living Wage* is set by the City Council at 95% of the Real London Living Wage to reflect the higher than average living cost in Oxford than in the rest of the UK.

This JCR believes that:

1. The College owes its employees the Oxford Living Wage so that they are able to live a decent life in one of the UK's most expensive cities.
2. Not paying the Oxford Living Wage is likely to contribute to working poverty in our community.
3. Accreditation will ensure that the wage offered by College increases when the Oxford Living Wage is annually recalculated.
4. The benefits of paying the Living Wage are multifold, as outlined by the Living Wage Foundation:
 - 80% of employers believe that the Living Wage has improved their staff's quality of work
 - better loyalty and customer service, and fewer complaints
 - absenteeism down by a quarter
 - better retention of staff and lower human resources costs
 - 70% of employers think that the Living Wage has increased consumer awareness of their commitment to be an ethical employer
5. People who are currently paid less than Oxford Living Wage are likely to be employed in cleaning, catering, events, maintenance, and other necessary jobs, and are an integral part of our university community. Excluding them from the protection offered by the Oxford Living Wage is not in line with Worcester's otherwise strong commitment to championing ethical causes in society.

This JCR Resolves to:

1. Mandate the JCR President to lobby for Worcester College to become an accredited Oxford Living Wage employer.
2. Mandate the JCR President to lobby to make sure that sub-contractors are also offered the Oxford Living Wage as soon as practicable.