

SP 46

Blaenoriaethau ar gyfer y Pwyllgor Cydraddoldeb,
Llywodraeth Leol a Chymunedau

Priorities for the Equality,

Local Government and Communities Committee

Ymateb gan: Tefnu Cymunedol Cymru

Response from: Together Creating Communities



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Priorities for the Equality, Local Government and Communities Committee

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Background: TCC (Trefnu Cymunedol Cymru / Together Creating Communities) is the longest established community organising group in the UK. TCC tackles social injustice by enabling communities to gain the power needed to enact change. We do this through community organising: bringing together local groups, supporting them to set their own agenda, take action, and improve communities.

We work with adults and young people, training local leaders and promoting active citizenship. We facilitate face-to-face meetings with power holders so that ordinary people can create change on issues affecting their lives.

Response: TCC is part of the Welsh Refugee Coalition, and as such fully supports the points in the submission already made.

In addition, TCC strongly supports the Committee's focus on in-work poverty. We would particularly welcome the Committee taking action on this issue through the promotion of the Living Wage.

Currently £8.25 an hour, the Living Wage provides what is needed in order to have a minimum, socially acceptable standard of living. This means being able to participate in society and community, rather than just surviving.

Research by organisations such as The Joseph Rowntree Foundation and Bevan Foundation has shown that more than one in four adults in Wales are paid less than the Living Wage, and that women are most likely to be in low paid jobs.¹ We also know that the majority of children living in poverty have parents who are in work.²

Our own research in 2014 also showed that the vast majority of people paid less than the Living Wage by local authorities in Wales were women. For example, 90% of the 1,668 jobs at Wrexham Council paid less than the Living Wage were done by women.³

¹ <https://www.bevanfoundation.org/wp-content/uploads/2016/07/Wales-Living-Wage-report-Low-Res.pdf>

² <https://www.ifs.org.uk/publications/7880>

³ https://www.whatdotheyknow.com/request/the_living_wage_35#incoming-592406



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TCC has been successful in getting local and national employers to pay the Living Wage. Even when there have been very small numbers of staff affected, the employer has benefited. For example, St. Joseph's Catholic and Anglican High School in Wrexham committed to paying the Living Wage, resulting in a pay increase for 11 members of staff, all women. After a short period of time the school noticed that staff sickness rates had decreased.⁴

Research also shows that employees paid the Living Wage work harder and stay in jobs longer, meaning it can actually be cost neutral for an employer. Higher wages also mean employees have more money to spend in the local economy, helping to create more prosperous communities.

In 2008 TCC was successful in persuading the National Assembly for Wales to pay the Living Wage, but we feel that the Assembly could do much more to be a vocal advocate for the Living Wage. This could include providing information and support for Welsh businesses, encouraging local authorities to pay the Living Wage, and stipulating the payment of the Living Wage when allocating funding and in procurement procedures.

Conclusion: TCC feels that the National Assembly for Wales and this Committee have a fantastic opportunity to turn Wales into a Living Wage nation. We believe this could be one of the most effective ways to tackle poverty in Wales, giving security and dignity to hard-working families.

TCC welcomes the opportunity to provide input to this Committee; our staff and community leaders look forward to working with you in the future.

⁴ <http://www.tcc-wales.org.uk/the-living-wage-sign-up>