

Living Wage employers – As at October 2015

REGION	IMPLEMENTED	FIRMLY COMMITTED
EAST MIDLANDS¹	Amber Valley	
	Ashfield	
	Bassetlaw	
	Bolsover	
	Charnwood	
	Chesterfield	
	Corby	
	Derby City	
	Derbyshire	
	Derbyshire Dales	
	Gedling	
	Leicester City	
	Lincoln City	
	Mansfield	
	Melton	
	Newark & Sherwood	
	North East Derbyshire	
	North Kesteven	
	North West Leicestershire	
	Nottingham City	
	Nottinghamshire	
	Oadby & Wigston	
	West Lindsey	
Total for Region	23	0
EAST OF ENGLAND²	Babergh	
	Bedford	
	Breckland	
	Cambridge City	
	Colchester	
	Dacorum	
	Harlow	
	Ipswich	
	Luton	
	Maldon	
	Norwich	
	North Norfolk	
	Peterborough City	
	St Albans	
	St Edmundsbury	
	Stevenage	
	Suffolk Coastal	
	Suffolk	
	Tendering	
	Three Rivers	
	Thurrock	
	Uttlesford	
	Waveney	
Total for Region	23	0

¹ Hinckley & Bosworth has a pay structure that means that all employees are already paid more than the Living Wage although it has not been specifically adopted

² Great Yarmouth, **Hertsmere**, **South Cambs** and Watford have pay structures that mean that all employees are already paid more than the Living Wage although it has not been specifically adopted

REGION	IMPLEMENTED	FIRMLY COMMITTED
LONDON³	Barking & Dagenham	
	Barnet	
	Brent	
	Camden	
	City of London	
	Croydon	
	Ealing	
	Enfield	
	Greenwich	
	Haringey	
	Harrow	
	Hounslow	
	Islington	
	Kingston	
	Lambeth	
	Lewisham	
	Merton	
	Newham	
	Redbridge	
	Richmond	
Southwark		
Sutton		
Tower Hamlets		
Waltham Forest		
Wandsworth		
Total for Region	25	0
NORTH EAST⁴	Durham	South Tyneside
	Hartlepool	Sunderland
	Middlesbrough	
	Redcar & Cleveland	
	Total for Region	4
NORTHERN IRELAND	Belfast	
	Mid Ulster	
	Total for Region	2
NORTH WEST	Allerdale	Cheshire East
	Bolton	Warrington
	Blackpool	
	Burnley	
	Carlisle	
	Chorley	
	Copeland	
	Cumbria	
	Hyndburn	
	Knowsley	
	Lancashire	
	Lancaster	
	Liverpool	
	Manchester	
	Oldham	
Preston		

³ Hackney, Hammersmith & Fulham and Westminster have pay structures that mean that all employees are already paid more than the Living Wage although it has not been specifically adopted

⁴ Darlington's structure means that all employees are paid at or above the Living Wage, but it has not been formally adopted

REGION	IMPLEMENTED	FIRMLY COMMITTED
North West (continued)	Rossendale	
	Salford	
	Stockport	
	Tameside	
	West Lancashire	
	Wirral	
Total for Region	22	2
SOUTH EAST⁵	Ashford	
	Brighton & Hove	
	Canterbury	
	Cherwell	
	Crawley	
	Dartford	
	Eastleigh	
	Epsom & Ewell	
	Gravesham	
	Hastings	
	Horsham	
	Milton Keynes	
	Oxford City⁶	
	Portsmouth	
	Rother	
	Slough	
	Southampton	
	South Oxfordshire	
	Surrey	
	Tandridge	
Tunbridge Wells		
Vale of White Horse		
Waverley		
West Oxfordshire		
Winchester		
Total for Region	25	0
SOUTH WEST⁷	Bristol City	Bath & North East Somerset
	Cheltenham	
	Cornwall	
	East Devon	
	Exeter	
	Forest of Dean	
	Gloucestershire	
	Gloucester City	
	Mendip	
	North Dorset	
	Plymouth	
	Sedgemoor	
	South Gloucestershire	
	Stroud	
	Taunton Deane	
Tewkesbury		
Total for Region	16	1

⁵ Basingstoke & Deane, Bracknell Forest, **Elmbridge**, **Guildford**, Havant, **Maidstone**, **Reading**, **Shepway**, **Spelthorne**, **Swale**, **Test Valley**, **Tonbridge & Malling**, **Wealden** and Wokingham have pay structures that mean all employees are paid at or above the Living Wage, although it has not been specifically adopted

⁶ Committed to paying 95% of the London Living Wage

⁷ Isles of Scilly, South Somerset, West Dorset and Weymouth & Portland have pay structures that means all employees are already paid more than the Living Wage although it has not been specifically adopted

REGION	IMPLEMENTED	FIRMLY COMMITTED
WALES	<i>Caerphilly</i>	Anglesey
	Cardiff	Rhondda Cynon Taff
	Monmouthshire	
	Newport	
	Powys	
	Swansea	
Total for Region	6	2
WEST MIDLANDS	<i>Birmingham</i>	
	Bromsgrove	
	Cannock Chase	
	Coventry	
	Malvern Hills	
	<i>Newcastle-Under-Lyme</i>	
	Nuneaton & Bedworth	
	Redditch	
	Rugby	
	Stoke on Trent	
	Stratford	
	Walsall	
	Warwick	
	Wolverhampton	
	Worcester	
	Wychavon	
	Wyre Forest	
Total for Region	17	0
YORKSHIRE & HUMBER	Barnsley	Leeds
	Bradford	
	<i>Calderdale</i>	
	Doncaster	
	Harrogate	
	Kirklees	
	North East Lincs	
	Rotherham	
	Scarborough	
	Sheffield	
	Wakefield	
	<i>York</i>	
Total for Region	12	1
TOTAL	175	8

Those authorities in bold italics are accredited by the Living Wage Foundation
(As at September 2015)

Those in red are not covered by National Joint Council pay bargaining