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The Real Living Wage in Higher Education

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Executive Summary

This report uses original research evidence to identify the number and types of higher education institutions that have signed up to the Living Wage. It also uses data to gauge the impact of the Living Wage in higher education, estimating the number of employees who have benefited from the scheme and the total wage transfer to low-paid university workers.

The main findings from the research are as follows:

- There are currently 71 universities which are accredited as Living Wage Employers. In addition, 29 constituent colleges of universities are accredited, along with nearly 40 students' unions and other higher education institutions. The Living Wage is well-established in the higher education eco-system.
- Higher education has a high level of membership of the Living Wage scheme compared with other major public services. If one excludes foreign universities from the calculation, then more than 40 per cent of UK universities have adopted the Living Wage. The equivalent figures for local authorities and NHS providers are 27 and 17 per cent respectively.
- All types of universities have joined the Living Wage scheme, but there is an especially strong representation of accredited employers amongst 'ancient' universities, 'plate-glass' universities, and the member institutions of the University of London.
- Universities have joined the Living Wage scheme at quite a steady rate since the inception of accreditation in 2011, but there has been an uptick in joining in recent years. The campaign to encourage universities to adopt the Living Wage continues to display momentum.
- Universities have signed up to the Living Wage in all parts of the UK, with the exception of Northern Ireland. Support has been particularly strong in Wales, Scotland, and London, while it is more attenuated in the Midlands, South-East, and South-West.
- Higher education is characterized by the presence of several collective membership organizations. Some of these, including the Russell Group, London Higher, and MillionPlus, have a high level of Living Wage accreditation amongst their members, but it is not possible to say whether there is a direct connection between association membership and Living Wage adoption.
- There are also membership organizations that seek to promote civic engagement and responsible management amongst universities, such as the National Co-ordinating Centre for Public Engagement and the Civic University Network. Many university-members of these bodies have adopted the Living Wage, but there is an equal number of non-adopters amongst their ranks. It does not appear that bodies of this kind have been a major influence on the spread of the Living Wage in higher education.
- Universities are more likely to adopt the Living Wage, where there are Living Wage City and City-Region campaigns and where chapters of Citizens UK are active. When universities are themselves affiliated to Citizens UK, they are more likely to become accredited. Exposure to Living Wage campaigning is associated with adoption of the Living Wage by universities, therefore, but there are still major universities in cities with active campaigns and which are connected to Citizens UK that have not joined the scheme.
- About 300,000 direct employees are covered by the Living Wage in higher education, a figure that is indicative of the large scale of university employment. Most of these employees occupy professional, managerial, or administrative positions, however, and will not have benefited directly from the Living Wage.
- Universities report that about 27,000 employees (both direct and contract workers) have received a pay increase as a result of Living Wage accreditation. The median percentage impact figure for universities is 7.4 per cent of workers receiving a pay increase. This percentage impact figure increases to 19 per cent and 56 per cent for university colleges and for students' unions respectively.

- Living Wage accreditation has benefited specific types of employees within higher education. A majority of those receiving a Living Wage pay increase are part-timers, while about a quarter are contract workers providing outsourced services and 40 per cent are based in London and have received the higher London Living Wage.
- The median percentage increase in hourly pay for those receiving the Living Wage in universities is 11 per cent, a substantial increase. In university colleges the figure is slightly lower at 9 per cent, while in students' unions it is higher at 14 per cent. Recipients of the Living Wage working on outsourcing contracts and those receiving the London Living Wage have received higher increases in hourly pay.
- The cumulative wage transfer to university employees since the inception of the Living Wage scheme, we estimate at about £211m. If the wage transfer to employees in university colleges and students' unions is added to this figure, then the aggregate wage transfer to low-wage employees increases to about £230m. To our minds, this is a substantial redistributive effect.

1. Introduction

Britain's universities have proved relatively receptive to the Real Living Wage. Many of the country's premier higher education institutions have committed to paying the Living Wage and the standard has spread across the sector, garnering support from universities of different types and in all parts of Great Britain¹. In some cases, universities have themselves become strong advocates of the Living Wage, affiliating to local chapters of Citizens UK or joining Living Wage City campaigns. They have sought actively to spread the Living Wage amongst their peers and along their supply chains.

Despite this positive response, there is scope for further adoption of the Living Wage in UK higher education, and we hope the information that follows will be of use to those seeking to further spread Living Wage accreditation in the sector. The report seeks to perform two broad functions. On the one hand, it provides information on the number and types of higher education institution that have adopted the Living Wage, including identifying contextual factors that seemingly encourage universities to buy-in to the scheme.

On the other hand, the report attempts to gauge the impact of the Living Wage in higher education, providing evidence on the number and types of workers who have benefited, the increase in pay they typically receive and the value of the money transfer to low-wage employees from higher education employers. If decision-makers are to be persuaded to adopt the Living Wage there must be evidence that it produces tangible effects, improving living standards for those who receive it and transferring income to their communities. The report reviews evidence for these tangible effects within higher education.

The main source of the evidence used in the report is the database of all accredited Living Wage Employers, maintained by researchers at Cardiff Business School. This database combines information from the Living Wage Foundation with official data from Companies House and other sources and information from employers' websites. Currently, it contains information on more than 16,000 employers who have been accredited by the Foundation since the launch of the accreditation scheme in 2011.

For the purpose of this report, information on accredited employers within higher education has been supplemented with data on non-accredited employers, allowing some systematic comparison across the two groups. Another feature of the report is that the dataset has been used to provide comparative information from other labour-intensive public service industries. At various points, the pattern of accreditation and Living Wage impact within higher education is compared with those in local government and amongst NHS employers. These comparative data allow us to form judgements about the relative strength of the effort to promote the Living Wage within universities.

¹ As yet, there are no accredited universities in Northern Ireland though it is hoped this situation will be rectified in the near future.

2. Number and Types of Accredited Employers in Higher Education

Since the launch of the accreditation scheme in 2011, 103 UK universities and higher education colleges have signed up to the Living Wage (See Appendix 1). Three of these institutions – the Arts University Plymouth, Oriel College Oxford, and the University of East Anglia – have subsequently dropped out of the scheme, meaning that exactly 100 universities and colleges are currently in membership. This core sector membership, drawn from teaching and research institutions, is supplemented by other types of higher education institution. There is a substantial membership amongst students' unions and, as we will see below, a considerable number of other employers that are linked to or provide services to higher education have also adopted the Living Wage.

Table 1 presents information on the number and types of universities that have become accredited since 2011. It also contains information on member colleges of universities, such as Oxford colleges, and students' unions. For the different categories of employer, the table includes comparative information on non-accredited employers and presents percentage estimates, showing the density of coverage within the sector as a whole and for different types of higher education institution.

The table shows that there is a strong record of Living Wage accreditation within higher education. Amongst universities, there is majority membership amongst the country's oldest, most prestigious universities – the 'ancient universities' such as Cambridge, Oxford, Glasgow, and Aberdeen – London University and its member-colleges, and the 'plate-glass', mainly campus, universities founded in the 1960s. Accreditation falls short of a majority amongst the 'redbrick', civic universities and amongst post-1992 'new universities', though not by much (See Appendix 2).

There is least penetration amongst foreign universities, most of which are American colleges with campuses in the UK - typically in London. A couple of foreign universities have signed up – Florida State and Syracuse - but the overwhelming majority have not adopted the Living Wage and there may be limited scope for growing accreditation amongst this group. We estimate that nearly 40 per cent of UK universities have become accredited as Living Wage Employers and if one excludes foreign institutions, this figure rises to 46 per cent².

The table also shows that there has been substantial adoption of the Living Wage amongst other higher education institutions. Thirty university colleges have become accredited, including three Cambridge colleges, 18 Oxford colleges, and eight colleges of the federal University of the Highlands and Islands. Also included in this group is the Institute of Development Studies, a research organization that is affiliated to the University of Sussex and based at its campus near Brighton.

The final group of accredited employers included in Table 1 are students' unions. More than 40 of the latter have adopted the Living Wage since 2011, though the dropout rate is higher for this group. Six of the 43 students' unions are no longer members of the scheme (14 per cent). This wastage rate is below that found amongst the generality of Living Wage Employers, but substantially above the very low rate seen amongst universities.

² The denominator that we have used to calculate this percentage excludes a number of small specialist institutions, but all substantial UK universities have been included.

Table 1 Living Wage accreditation by type of institution in higher education

| Institution type | Accredited | | Not accredited | |
|---|------------------|----|----------------|----|
| | <i>N</i> | % | <i>N</i> | % |
| Ancient universities ¹ | 5 | 71 | 2 | 29 |
| Red brick & other civic universities ² | 9 | 43 | 12 | 57 |
| London university and colleges ³ | 10 | 56 | 8 | 44 |
| Plate-glass universities ⁴ | 13 ⁹ | 59 | 9 | 41 |
| Post-92 universities ⁵ | 34 ¹⁰ | 40 | 50 | 60 |
| Foreign universities ⁶ | 2 | 5 | 38 | 95 |
| ALL UNIVERSITIES | 73 | 38 | 120 | 62 |
| Colleges of universities ⁷ | 30 ¹¹ | 36 | 50 | 64 |
| Students' unions ⁸ | 43 ¹² | 32 | 90 | 68 |
| ALL INSTITUTIONS | 146 | 36 | 260 | 64 |

Base: Institutions accredited since 2011 and equivalent non-accredited institutions

1. Universities founded before the mid-Victorian period: Aberdeen, Cambridge, Durham, Edinburgh, Glasgow, Oxford, and St Andrews.
2. Large, research-based universities founded in the nineteenth and early twentieth centuries, typically based in provincial cities, such as Belfast, Bristol, Cardiff, Leeds, Liverpool, Manchester, and Reading.
3. The University of London and its constituent colleges, several of which function as large, general-purpose universities, in their own right: e.g. QMUL, UCL, Royal Holloway, and Kings.
4. Universities founded in the 1960s, often based on self-contained campuses, such as East Anglia, Essex, Lancaster, Stirling, Surrey, Sussex, and Warwick.
5. Ex-Polytechnics and Institutes of Higher Education and other institutions that obtained university status in the period since 1992: e.g. East London, South Bank, Middlesex, Northampton, Plymouth, and Portsmouth.
6. Foreign universities with branches in the UK, such as Florida State University, Northeastern, and Syracuse University.
7. Member colleges of the Universities of Cambridge and Oxford and the University of the Highlands and Islands. The Institute of Development Studies, affiliated to the University of Sussex, is also included in this category.
8. Students' unions, excluding unions at residential colleges such as those at Cambridge and Durham that are unlikely to have their own employees.
9. Includes the University of East Anglia, which is no longer accredited.
10. Includes The Arts University Plymouth (Plymouth College of Art), which is no longer accredited.
11. Includes Oriel College, Oxford, which is no longer accredited.
12. Includes six students' unions whose accreditation has lapsed: De Montfort, Harper Adams, Huddersfield, UEA, East London, and Wolverhampton.

There are some cases where both a students' union and its host university are members of the scheme (see Appendix 3). Examples include Abertay, Aberystwyth, Glasgow Caledonian University, Goldsmiths, London Metropolitan, SOAS, and the University of York. It may be that students' unions in these cases have encouraged universities to adopt the Living Wage though, equally, the pattern of influence might flow the other way with universities encouraging students' unions to become accredited. The latter has been the case at Cardiff University, to date without success.

Although it is common for both students' union and host university to be Living Wage Employers, there are many cases where this does not apply. Examples include Robert Gordon University, University College Birmingham, Newman University Birmingham, and the universities of Nottingham and Strathclyde, where the

union is accredited but not the university. In other cases, the reverse obtains, and the university is a member but not the union. Examples of this pattern include Aston, Bangor, Cardiff Metropolitan, East London, Ravensbourne, QMUL, and Swansea. There is perhaps scope in situations of these types to enlist the support of the accredited organization in encouraging its non-accredited sister-body to sign up.

Table 1 presents evidence of Living Wage accreditation amongst universities, colleges, and students' unions but there are other higher education institutions that have signed up to the Living Wage. The Universities and Colleges Union (UCU), the union for academic and other professional staff in universities, is accredited as are two of the main general unions with members in higher education, the GMB and UNISON. The National Union of Students is also an accredited organization. The collective organizations of university employers have been less likely to sign up. Neither Universities UK (UUK) nor the Universities and Colleges Employers' Association (UCEA) are accredited employers, a situation which contrasts notably with further education, where the Association of Colleges and its Scottish and Welsh equivalents have become accredited. The main exception in higher education is London Higher, the collective body of universities in the capital, including provincial universities such as Coventry, GCU, Loughborough, and Teesside, which have London campuses. In industries like tech and the law, business organizations and professional bodies have actively promoted the Living Wage to member-employers and one way of further growing the scheme in higher education might be to bring organizations of this type within its scope.

Beyond collective, representative organizations there are other higher education institutions that have become Living Wage Employers. These include organizations providing dedicated services to universities, such as the London Universities Purchasing Consortium, JISC, the digital and technology agency for higher education, and UNIAC, the internal auditing body. Other accredited organizations include institutions that provide funding to universities, such as the Windsor Fellowship scheme, the Nuffield Foundation, the Joseph Rowntree Trust, and the Carnegie Trust for the Universities of Scotland. Teach First, the charity that encourages university graduates to enter teaching is also a member. Finally, several research organizations that are akin to universities have adopted the Living Wage, including the Francis Crick Institute, the Wellcome Trust, and the James Hutton Institute. The Living Wage standard has spread across the higher education ecosystem and is not confined solely to universities and there may be further scope for growing accreditation in associated organizations of this type.

How does the extent of Living Wage accreditation, depicted in Table 1, compare with that in other public services? The answer is 'very positively'. Since 2011 46 NHS Trusts, Boards, and other major NHS bodies have become accredited as Living Wage Employers³ We estimate that this is about 17 per cent of all NHS employing organizations in these categories. The number of accredited employers in local government is similar to that in higher education. Our records indicate that 107 local and regional authorities have signed up for the Living Wage since 2011: excluding small parish and town councils. However, there are more local and regional authorities than there are universities: currently there are 391 across the UK, meaning that there is a percentage rate of accreditation of 27 per cent. Both the NHS and the local government rates of accreditation are below that for universities, shown in Table 1 (38 per cent) and even further below if one excludes foreign universities from the higher education calculation (46 per cent). There is considerable scope for further diffusion of the Living Wage in higher education, but the industry is already doing well compared with other branches of public service.

³ This figure does not include GP practices or now defunct Clinical Commissioning Groups.

3. Accreditation over Time

In the previous section we described how many and which types of higher education institutions have joined the Living Wage scheme. In this section we examine *when* these employers joined the scheme. We explore whether universities were first-movers, primarily adopting the Living Wage in the early years of the accreditation scheme, or whether they are late entrants, adopting the standard in greater numbers as the scheme has matured.

The evidence is shown in Table 2, which presents data on when universities adopted the Living Wage in four time periods between 2011 and 2023. Comparative data are also presented for local authorities and for NHS employers.

The evidence in the table shows that university recruitment to the Living Wage has been fairly stable over time. Some universities were early joiners, such as QMUL, East London, and Cardiff University, while others have only adopted the Living Wage this year. The latter include Buckinghamshire New University, Loughborough University, the Universities of Dundee and Essex, and the University of West London. In each of the four time periods in Table 2, at least a fifth of universities joined the scheme. Nevertheless, there has been an uptick since 2018, with more than half of universities joining in this period. Indeed, more than a quarter have joined in the last two-and-a-half years, suggesting that there is some momentum upon which efforts to further spread the Living Wage can build.

Table 2 Year of accreditation of universities, local authorities, and NHS employers

| | Universities | | Local authorities | | NHS employers | |
|-----------|--------------|-----|-------------------|-----|---------------|----|
| | N | % | N | % | N | % |
| 2011-14 | 16 | 22 | 30 | 28 | 8 | 15 |
| 2015-17 | 16 | 22 | 33 | 31 | 8 | 15 |
| 2018-20 | 21 | 29 | 22 | 21 | 11 | 21 |
| 2021-23 | 20 | 27 | 22 | 21 | 25 | 48 |
| All years | 73 | 100 | 107 | 101 | 52 | 99 |

Base: All employers accredited since 2011; NHS employers include six Clinical Commissioning Groups.

The data for local authorities and for NHS employers reveal different joining trends for these industries, albeit with the kind of underlying steady growth seen in universities. The pattern for local authorities is almost the mirror image of that for higher education, with a majority of employers joining the scheme in the early years. There are recent local authority joiners: Belfast, Rhondda Cynon Taff, and Lancaster have all become accredited recently. A higher percentage of local authorities than universities were first movers, however, adopting the Living Wage before 2018. These first movers include the Greater London Authority and several London boroughs, which were early champions of the Living Wage.

NHS employers, in contrast, have tended to be late movers. A number of NHS Trusts and other NHS organizations adopted the Living Wage in the early years of the scheme, but most are recent entrants. Nearly three-quarters have joined since 2018 and nearly half since 2021. It may be that the COVID pandemic and the support it generated for health and care workers prompted NHS employers to become more receptive to the scheme. The prioritization of the industry by campaigners might also be responsible for recent growth, with new initiatives in London and elsewhere targeting NHS Trusts and Boards for recruitment.

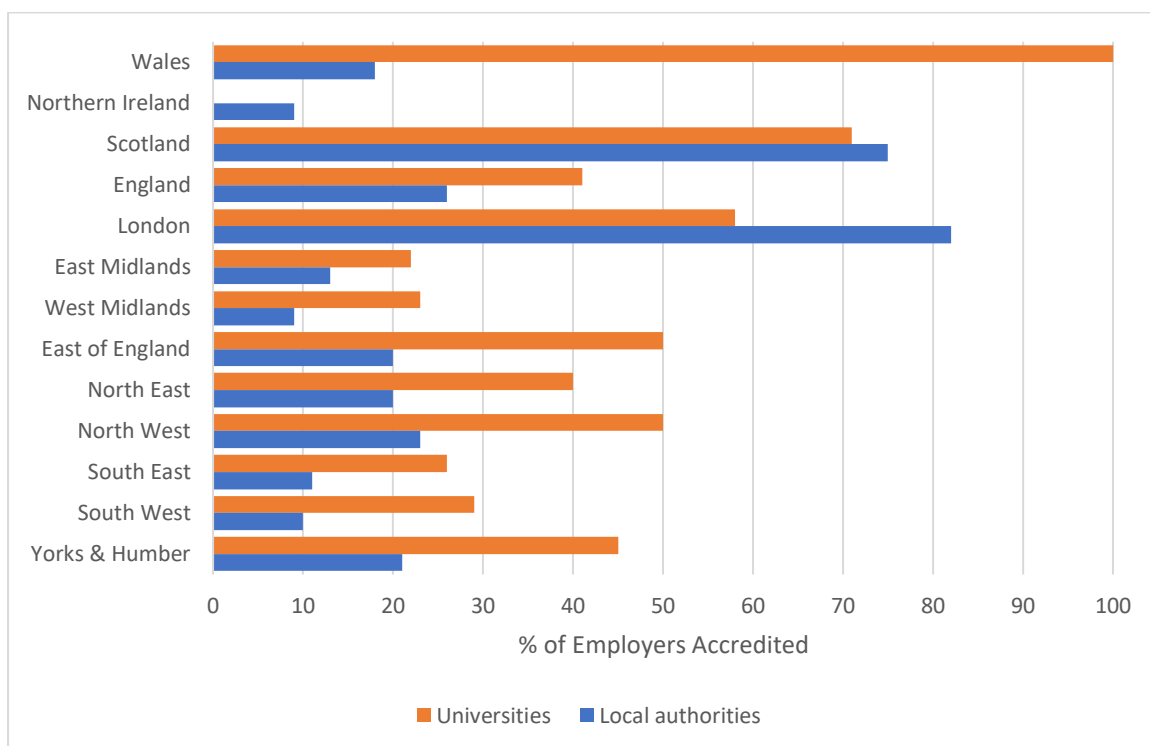
4. Accreditation by Nation and Region

Figure 1 presents information on *where* in the country - in which nations and English regions - accredited universities are found. The chart shows the numbers and percentages of both accredited and non-accredited universities that are found in all parts of the country. Comparative data are also provided, though in this case only for local government.

The first thing to note from the chart is that accredited universities are found in all parts of the United Kingdom, apart from Northern Ireland. Northern Ireland does have an accredited local authority (Belfast), but the campaign is still of recent origin in the province and further growth is likely.

A second point to note from the chart is that there are definite geographical hotspots for Living Wage accreditation in higher education. The most noticeable of these is Wales, where all eight universities are accredited employers. This clean sweep is partly the product of an active campaign to secure accreditation, which has involved some peer-to-peer encouragement amongst universities - in which Cardiff University played a central role - but it is also due to pressure from the Welsh government which required universities to adopt the Living Wage as part of a broader package of reform. Interestingly, Welsh Government encouragement for local authorities to adopt the Living Wage has so far been less successful.

Figure 1 – Accredited universities and local authorities by region



Base: Universities in the UK, excluding colleges and research institutes, accredited since 2011. Local authorities, excluding parish and town councils, accredited since 2011.

Scotland is another hotspot for Living Wage accreditation. Ten of its fourteen universities have signed up for the Living Wage, as have several colleges of the federal University of the Highlands and Islands. In Scotland's case, success in higher education has been matched in local government, perhaps reflecting the longstanding and well-resourced campaign run by the Poverty Alliance and strong support for Living Wage accreditation from the Scottish Government.

The third hotspot for accreditation is London, where 23 universities have signed up to the Living Wage, nearly 60 per cent of total. There is further scope to grow the Living Wage in London, particularly amongst smaller, specialist institutions but most large universities have signed up. Imperial College, City University, and the Universities of Greenwich and Westminster are perhaps the most egregious absentees from the list of accredited London universities. London is also a hotspot for local authority accreditation, with most of the capital's boroughs signed up along with the Greater London Authority. Once again, the longstanding campaign to promote the Living Wage in the capital and political support, especially from the Mayor's office, probably account for this high level of accreditation.

In addition to these three hotspots there are regions of England where half or just under half of universities have adopted the Living Wage. This is the case in the East of England, in the North-West, the North-East, and Yorkshire and Humberside. Again, there are egregious absentees in these regions, such as Northumbria University, the University of Central Lancashire, and the two Sheffield universities, but the fact that other institutions, close-by have signed up might provide some leverage for bringing these on board.

The other English regions have disappointing levels of accreditation. Fewer than a third of universities have signed up for the Living Wage in the South-East, South-West, the East Midlands, and the West Midlands. In all these regions there are big civic universities which have so far not adopted the Living Wage: the universities of Reading, Southampton, Exeter, Leicester, Nottingham, and Birmingham. Other noticeable absentees include the University of Surrey, Birmingham City University, and Falmouth University. It may be that bringing key, prominent universities into the scheme in these regions would prompt others to follow.

A final thing to note about these four regions is that they also have comparatively low accreditation within local government. In all these regions fewer than 15 per cent of local authorities are accredited. Some of these regions do contain campaign hotspots: such as Milton Keynes and Winchester in the South-East and Bristol in the South-West; places where both higher education institutions and local authorities have become accredited. But at a wider scale, support for the Living Wage seems to be weaker and patchier in these regions than it is in other parts of the country.

5. Accreditation by Membership of Higher Education Organizations

In some industries and in some parts of the country collective organizations of employers, such as local Chambers of Commerce, have played an important part in promoting the Living Wage. Membership of organizations of this type might lead directly to employers adopting the Living Wage: in some cases, employer's organizations strongly advise or even require members to pay the Living Wage. Membership might also encourage adoption of the Living Wage indirectly, serving to spread knowledge of the standard or connecting employers to a network that includes accredited organizations.

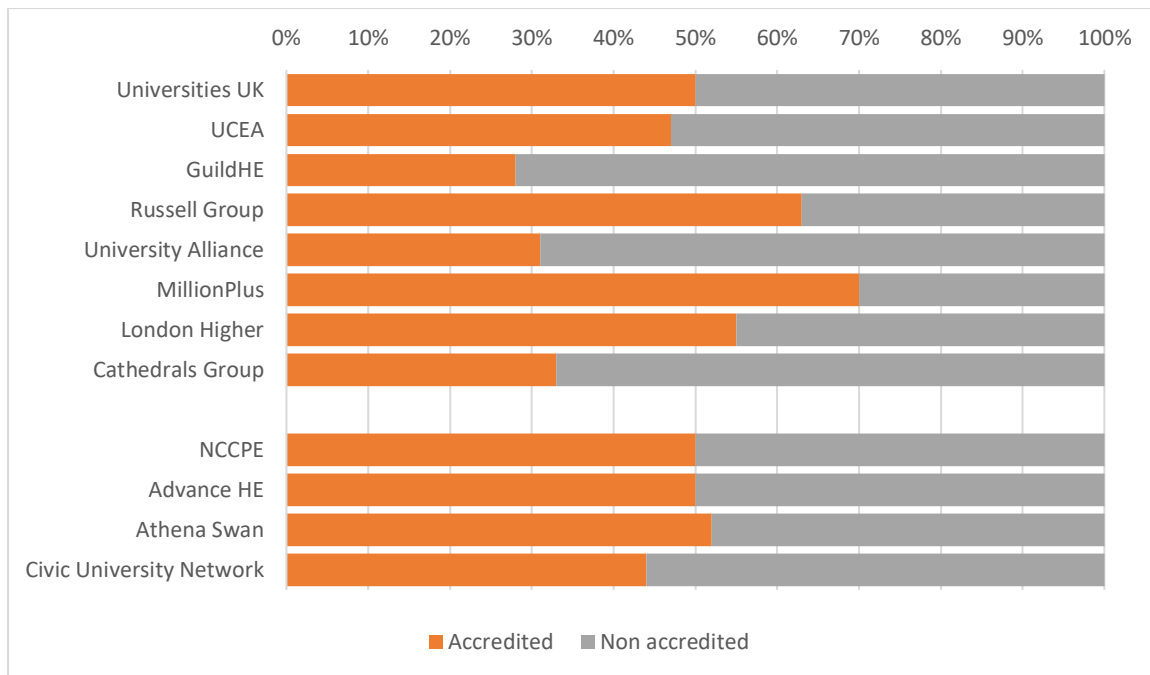
As we have noted above, employers' organizations in higher education have not generally become accredited employers themselves, but it is nevertheless worth testing whether their member institutions are likely to join the Living Wage scheme. Joining, we felt, might be particularly likely when universities are members of organizations that seek explicitly to encourage good employment and other practices. A notable example of the latter is the National Co-ordinating Centre for Public Engagement (NCCPE), which encourages universities to engage with the public, including acting as a socially responsible employer. NCCPE operates a Watermark accreditation for universities that are involved in public engagement and encourages them to become signatories to its Manifesto for Public Engagement.

Figure 2 shows the extent to which university members of both industry and policy organizations, like NCCPE, have signed up for the Living Wage. Most universities are members of both Universities UK, the sector's trade association, and of UCEA, its employers' association. The membership of these organizations is evenly split between accredited and non-accredited universities, and it is unlikely that either body serves as a major channel towards Living Wage adoption. The chart does suggest that membership of the Russell Group and of London Higher does act in this way, but probably the high level of accreditation amongst the members of these bodies just reflects the fact that large research universities and universities in London are more likely to adopt the Living Wage; i.e. accreditation does not flow from membership as such.

Figure 2 also contains information on levels of Living Wage accreditation amongst three associations which represent new universities. GuildHE is an equivalent body to Universities UK for smaller universities and specialist higher education institutions, the University Alliance has a membership drawn from former polytechnics, while MillionPlus also has a membership drawn from former polytechnics and other, recently established universities. The table indicates that the membership of the first two of these institutions have a relatively low level of Living Wage accreditation. The members of MillionPlus in contrast, have the highest level of accreditation of all the collective bodies included in the chart. What accounts for this high level of accreditation is unclear, though it may be that MillionPlus has served as a means of disseminating information about the Living Wage although it is itself not an accredited employer.

The final industry organization included in the table is the Cathedrals Group, a small body that brings together universities with a Christian identity. Most of its members are ex-training colleges established by the Church of England, Catholic Church, or the Methodist Church. One might expect universities of this type to be receptive to the Living Wage, given the strong faith component within Citizens UK. This is not the case, however, and only five out of the fifteen members of this group have become accredited Living Wage Employers.

Figure 2 – Living Wage accreditation by higher education membership organizations



Base: UK universities; accredited employers include all that have joined the scheme since 2011.

1. Universities UK is the main trade association for UK universities, most of whom are members of the organization. It exists to provide a collective voice for UK higher education in dealings with government and the media.
2. The Universities and Colleges Employers' Association is the employers' association for higher education, representing universities in their dealings with trade unions and providing other employment support. Most UK universities are members of UCEA.
3. GuildHE is a representative body for higher education institutions, including new universities, university colleges, and specialist institutions, such as the Liverpool Institute for Performing Arts, the Royal Agricultural University, and the University of Law.
4. The Russell Group is a membership organization for the leading research universities in the UK. Its membership comprises the ancient universities, civic universities, the major colleges of the university of London, and universities established in the 1960s with a strong research reputation, such as Warwick and York.
5. University Alliance is an association of technical and professional universities, all of which are former polytechnics.
6. MillionPlus is a representative association for post-1992 universities. Included in the list of accredited institutions is the University of the Highlands and Islands, though it is the member-colleges rather than the federal university itself that have been accredited as Living Wage Employers.
7. London Higher is a representative body for universities operating in London, including a small number of provincial universities, such as Loughborough, Sheffield Hallam, and Teesside, which operate London campuses.
8. The Cathedrals Group is the Council of Church Universities and Colleges, an industry body that brings together universities with an affiliation to the Church of England, Catholic Church, or Methodist Church. Most of its member institutions began as teacher training colleges for faith-based schools. They include Bishop Grosseteste, Chester, Chichester, Leeds Trinity, Liverpool Hope, Roehampton, Winchester, and University of Wales Trinity St David.
9. Universities that are signatories to the Manifesto for Public Engagement promoted by the National Co-ordinating Centre for Public Engagement.
10. Universities and member colleges of the University of the Highlands and Islands that are members of Advance HE, a membership charity that exists to improve the quality of higher education. Advance HE pays particular regard to issues of equality and inclusion within universities.
11. Membership of Advance HE's Athena Swann programme to promote gender equality within universities.
12. The Civic University Network exists to promote civic engagement and impact through the medium of civic agreements between universities and other local stakeholders. The table shows the pattern of accreditation for universities that have signed these agreements.

Also rather disappointing are the figures in the remaining rows of the chart, which show accreditation amongst university members of policy organizations. The chart shows the division between accredited and non-accredited universities who are signatories to NCCPE's Manifesto for Public Engagement, members of Advance HE, another charity that promotes good practice in university management, supporters of Advance HE's Athena Swann standard, and universities that have signed civic agreements under the aegis of the Civic University Network. The Athena Swann programme encourages action to promote gender equality within universities, which might conceivably include paying the Living Wage to low-paid women cleaning and catering workers, while the Civic University Network encourages universities to generate economic and social impacts that reduce inequality.

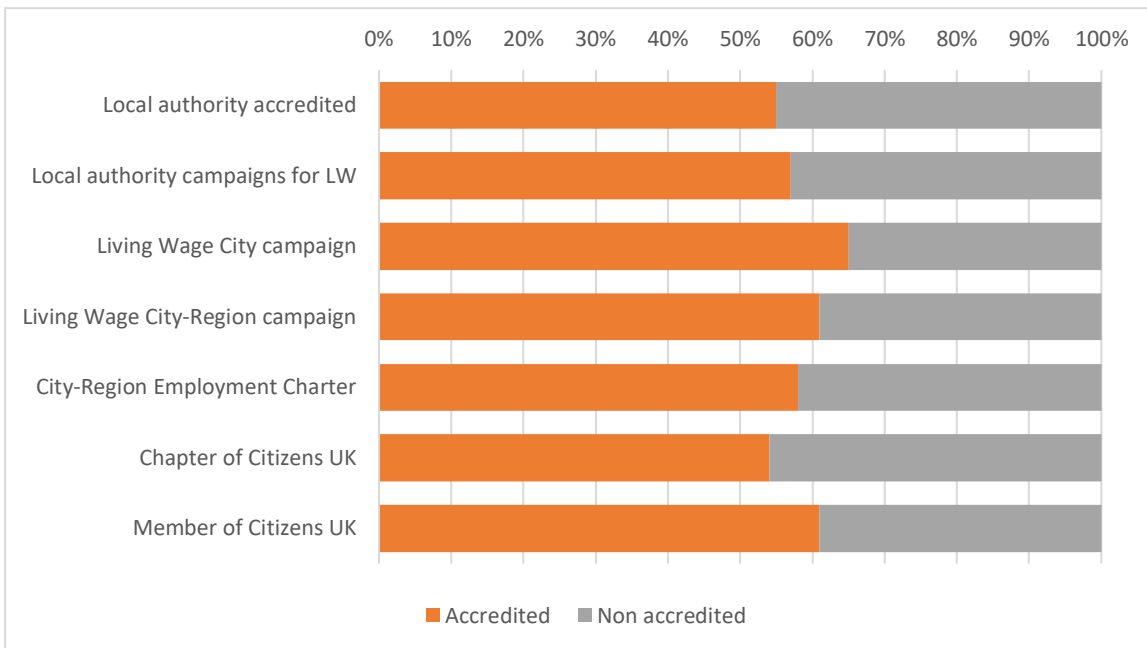
The results indicate that while many members of these programmes have become accredited Living Wage Employers, virtually identical numbers have not become accredited. It may be that adopters of the Manifesto, supporters of Advance HE, or signatories to civic agreements, are more likely to adopt the Living Wage than those that have not joined these programmes. The figures, however, suggest that policy networks of this type are not, at present, a major influence on Living Wage accreditation.

6. Accreditation and Proximity to the Living Wage Campaign

Another likely influence on the decision of universities to adopt the Living Wage is their degree of exposure to the Living Wage campaign. Exposure, at the least, should increase knowledge of the Living Wage and the reasons for adopting it, while it may also involve exertion of pressure by community leaders from outside the university and from students, workers, and trade unionists within.

Figure 3 contains a number of indicators of university proximity to the Living Wage campaign and shows the extent to which these are associated with Living Wage accreditation. The indicators are as follows: 1) whether the local authority in which the main campus of the university is located is itself a Living Wage Employer; 2) whether the local authority has adopted at least four separate methods to promote the Living Wage, such as encouraging contractors to adopt it, registering as a Living Wage Funder, convening a Fairness or Cost of Living Commission, or organizing or hosting events to promote the Living Wage; 3) the presence of a Living Wage Places campaign in the local authority in which the university is based; 4) the presence of a Living Wage City-Region campaign in the city-region in which the university is based (i.e. Greater London and Greater Manchester); 5) the existence of a Fair Work or Good Employment Charter, which encourages adoption of the Living Wage, in the City-Region in which the university is based; 6) whether there is a chapter of Citizens UK in the local authority in which the university is located; and 7) whether the university itself or some of its constituent departments are members of a local chapter of Citizens UK.

Figure 3 – Proximity of accredited universities to the Living Wage campaign



Base: Universities accredited since 2011.

1. The following City-Region Combined Authorities have introduced fair work or good employment charters for local employers, which encourage adoption of the Living Wage: Greater London, Greater Manchester, Liverpool, North of Tyne, and West of England. West Yorkshire is currently developing a charter, as is Midlands Engine, a multi-stakeholder body covering the East and West Midlands. The Local Economic Partnership in Cheshire and Warrington is also developing a scheme. The data in the table refer only to charters which are currently active.

The evidence in the chart shows that all these indicators are associated positively with Living Wage accreditation, in that accredited universities in proximity to the campaign outnumber non-accredited institutions for all measures used. For some indicators, however, the difference between the number of accredited and non-accredited universities is not that great and possibly falls below expectations. It is striking for example that while most universities that are members of Citizens UK have become accredited Living Wage Employers, there are seven that have not: Newman University Birmingham, Nottingham Trent, University Centre Peterborough, and the Universities of Birmingham, Leicester, Nottingham, and Reading.

The indicator in the chart that is most strongly associated with Living Wage accreditation is proximity to a Living Wage Places scheme. Universities have often participated in Living Wage City campaigns or else have been major targets, as primary and highly visible employers in their local area. The evidence in the table indicates that there is still work to be done in accrediting universities where a campaign of this kind is underway, but it also suggests that place-based campaigning can be effective in building support for the Living Wage in higher education. The universities which have not yet accredited where there is a Living Wage Places campaign either planned or underway are: the three Birmingham universities, Brighton University, Heriot-Watt, Northumbria, BIMM University in Hammersmith and Fulham, and Norwich University of the Arts. Also based in Norwich is the University of East Anglia, which recently abandoned its accreditation.

Two of the indicators in the chart refer to initiatives in English City-Regions. In Greater London and Greater Manchester, the mayors have backed Living Wage City-Region campaigns and five combined authorities, including London and Manchester, have introduced good employment charters that encourage local employers to adopt the Living Wage. Both initiatives are correlated with adoption of the Living Wage by universities, though it is difficult to estimate how significant these initiatives have been in persuading universities to become accredited. Only seven universities have so far signed up to regional employment charters, for example, and only five of these are currently within the scheme. The two universities which have backed their regional charter, and which are not yet formally Living Wage Employers, are both in North of Tyne: Durham and Northumbria. It may be that the adoption of regional employment charters does not lead directly to universities becoming accredited, but the existence of these initiatives is indicative of a local context that is conducive to accreditation.

7. Living Wage Coverage in Higher Education

One reason for prioritizing the recruitment of universities to the Living Wage is that they are major employers in their local area. Universities are labour-intensive organizations, which can employ thousands of people across a broad range of service providing roles. In this section, therefore, we examine how many employees in universities are covered by the Living Wage and present evidence on the size-range of accredited employers within the sector. Comparative information is also provided for accredited local authorities and NHS employers.

This evidence is presented in Table 3, which shows a size breakdown of accredited universities, university colleges, students' unions, local and regional authorities, and healthcare providers. Figures for the median size and for the total number of workers employed by these organizations are also shown.

Table 3 Estimates of Living Wage coverage (direct employees only)

| | Universities (N=73) | Colleges (N=30) | Students' unions (N=43) | Local authorities (N=107) | NHS providers (N=52) |
|---------------------|------------------------|--------------------|-------------------------------|---------------------------------|----------------------------|
| 0-9 | 0% | 0% | 5% | 0% | 0% |
| 10-49 | 1% | 0% | 51% | 1% | 2% |
| 50-249 | 3% | 70% | 33% | 5% | 8% |
| 250-499 | 6% | 23% | 9% | 7% | 4% |
| 500+ | 90% | 7% | 2% | 87% | 86% |
| Median workforce | 2,500 | 204 | 41 | 3,362 | 4,386 |
| Aggregate workforce | 289,400 | 6,960 | 4,079 | 449,227 | 364,784 |

Base: Higher education institutions, local authorities and NHS employers accredited since 2011.

In interpreting these figures three caveats should be borne in mind. First, they are simple headcount figures and are not based on the number of full-time equivalent employees within these organizations. Second, the headcount figures come from the point of accreditation and have not been updated since that time, which for some accredited employers might have been ten or more years ago. Third, the estimates refer only to direct employees and do not include employees of contractors who are eligible for the Living Wage under the terms of the license agreement signed by accredited employers. For this reason, the figures in the table underestimate the number of workers who are covered by the Living Wage.

The table attests to the labour-intensive nature of public services. Nearly all universities, local authorities, and healthcare providers that have been accredited are large employers, with at least 500 direct employees. The median workforce size of an accredited university is 2,500 workers, while the equivalent estimates for local authorities and for healthcare providers are above 3,000 and 4,000 respectively.

The other types of higher education institution, for which data are presented in the table, are much smaller. University colleges tend to be medium-sized employers with a workforce size of about 200, while students' unions are small employers, with a median workforce size below 50. Coverage by the Living Wage in higher education is overwhelmingly concentrated in universities.

The table shows that accreditation of employers in public services brings a large number of workers within scope of the Living Wage. There are just under 300 accredited organizations spread across the three industries included in the table, but they collectively employ more than one million people. In higher education alone, more than 300,000 direct employees are covered by the Living Wage. These figures are impressive but many people working in universities are employed in professional and managerial occupations, which are relatively well-paid. The same is true of local government and healthcare. For this reason, high coverage by the Living Wage does not necessarily mean high impact. The latter is best measured by the number and percentage of workers reported to have received a pay increase bringing their wage up to the Living Wage rate and it is these figures that are presented in the next section.

8. Living Wage Impact in Higher Education

Table 4 shows estimates of the numbers and percentages of employees gaining directly from the Living Wage in different types of higher education institution and in local government and the NHS. The first rows in the table show a frequency distribution for the percentage of the workforce that received a pay increase at the point the employer became accredited. It is important to recognize that the numerator for this percentage is the total of direct and contract employees reported to have been recipients of a Living Wage increase, while the denominator is the direct headcount: i.e. contract staff are excluded from the divisor.

The bottom rows in the table show the median number of workers reported to have received a pay increase together with the median percentage of workers benefiting. Also shown is aggregate impact; that is the total number of workers reported to have received a Living Wage pay increase at the point of accreditation.

The evidence in the table shows that although these industries are relatively high paying there has nevertheless been substantial Living Wage impact. A majority of employers in all three industries report that accreditation led to increases in pay for at least some of their employees and the aggregate level of impact is substantial. In higher education about 30,000 workers have received a Living Wage pay increase, more than twice this number have benefited in local government, while about half as many have gained in the NHS. Across the three industries nearly 113,000 workers are reported to have gained from Living Wage accreditation, a figure equivalent to about 10 per cent of the direct headcount.

Table 4 Estimates of Living Wage impact (direct and contract employees)

| | Universities (N=73) | Colleges (N=30) | Students' unions (N=43) | Local authorities (N=107) | NHS providers (N=52) |
|--------------------|------------------------|--------------------|----------------------------|---------------------------------|-------------------------|
| % of LW recipients | | | | | |
| Zero | 7 | 7 | 9 | 3 | 23 |
| 0.01 - 10.00 | 62 | 20 | 9 | 48 | 65 |
| 10.01 – 25.00 | 23 | 50 | 5 | 37 | 10 |
| 25.01 – 50.00 | 7 | 20 | 23 | 6 | 2 |
| 50.01 – 75.00 | 1 | 3 | 35 | 3 | 0 |
| 75.00+ | 0 | 0 | 19 | 3 | 0 |
| Median impact | 165 | 38 | 20 | 188 | 101 |
| Median % impact | 7.3 | 18.9 | 56.3 | 9.7 | 2.5 |
| Aggregate impact | 25,767 | 1,141 | 2,465 | 66,697 | 16,434 |

Base: Higher education institutions, local authorities and NHS employers accredited since 2011.

Universities tend to report that between five and ten per cent of workers have benefited from the Living Wage, local authorities tend to report a slightly higher level at about 10 per cent, while in the NHS the 'bite' of the scheme is significantly lower at about two per cent. This low level of impact in the NHS may reflect the fact that many employers are relatively recent joiners of the Living Wage scheme: a considerable number of local authorities and universities joined the scheme some time ago when the UK government's austerity programme was holding down public service pay rates.

Despite these differences, however, there is a common pattern across the three industries, with Living Wage pay increases tending to go to a small but not insignificant minority of employees. This pattern arises from the occupational structure of these industries. All have a substantial proportion of professional, semi-professional, managerial, and administrative occupations, which typically are not low-paid. Low pay in these industries tends to be concentrated in support roles, such as cleaning, catering, security, grounds maintenance, portering, and the like. Many people performing these roles are employed on part-time contracts. In addition, these functions are often outsourced. Only a minority of the workforce tends to benefit directly from the Living Wage in universities, local authorities, and NHS providers, therefore, but because these are large organizations, the aggregate number of beneficiaries is quite substantial.

The final point of note in the table is that the impact of the Living Wage has been proportionately greater in the non-university branches of higher education. In university colleges nearly 20 per cent of employees are reported on average to receive a pay increase and this figure jumps to 56 per cent in students' unions. The stronger bite of the Living Wage in these smaller employing organizations reflects the nature of the services they provide. Oxbridge colleges are residential places, with a relatively high percentage of room-servicing and catering employees. Students' unions often operate bars and other catering facilities, employing students as part-time bar staff. Low-wage employment is integral to the core services of these parts of higher education and for this reason the relative impact of Living Wage accreditation is greater.

9. Characteristics of Living Wage Recipients

In the previous section there was reference to higher education institutions employing contract workers and part-time workers. The returns submitted by employers at the point of accreditation allow us to produce estimates of how many contract and part-time workers have benefited from the Living Wage, as well as directly employed and full-time workers who have done so. It is also possible to identify how many have received the London and the UK-wide Living Wage.

These estimates are shown in Table 5, which contains breakdowns of the characteristics of Living Wage recipients for the different branches of higher education and for local government and the NHS. In each case, estimates of the percentages of those with different types of employment status are presented. Not all employers provide a full breakdown of different types of recipients and for this reason the estimates in the table are based on slightly fewer cases than are the case for the estimates of total impact.

Table 5 Employment characteristics of Living Wage recipients

| Types | Universities N=24,065 | Colleges N=1,138 | Students' unions N=2,143 | Local authorities N=66,923 | NHS providers N=15,334 |
|---------------------|--------------------------|---------------------|--------------------------------|----------------------------------|------------------------------|
| Direct employees | 76 | 85 | 99 | 61 | 55 |
| Contract employees | 24 | 15 | 1 | 39 | 45 |
| Full-time employees | 43 | 32 | 5 | 37 | 47 |
| Part-time employees | 57 | 68 | 95 | 63 | 53 |
| London Living Wage | 40 | 0 | 12 | 15 | 39 |
| UK Living Wage | 60 | 100 | 88 | 85 | 61 |

Base: All accredited employees since 2011 providing a breakdown of types of Living Wage recipient.

There are four main findings presented in the table. The first is that in universities, local authorities, and the NHS a large minority of Living Wage recipients are contract workers. The percentages range from about a quarter in universities to nearly half in the NHS. Most beneficiaries of the scheme in these industries are direct workers who are low-paid but the pattern attests both to the extent of outsourcing in public services and the fact that many outsourced employees are on low-pay. One of the original objectives of the Living Wage campaign was to address this association between low-pay and outsourcing and the figures in the table indicate some success: contract cleaners, catering staff, care assistants, and others working for outsourcing businesses appear to have benefited from the Living Wage.

Second, in all three industries most recipients of the Living Wage are part-time workers. Between half and two thirds of Living Wage recipients in universities, local authorities and the NHS are on part-time contracts. An increasing number of men work part-time in the UK, but part-time work is still a form of employment that is undertaken primarily by women. The figures in the table provide prima facie evidence that low-paid women workers have been primary beneficiaries of the Living Wage in public services.

Third, in universities and in the NHS, but not in local government, a very substantial minority of Living Wage recipients have received the higher, London Living Wage. In both industries about 40 per cent of recipients are based in London. This pattern reflects the concentration of Living Wage accreditation in London in both higher education and the NHS and may moderate over time as new, non-London employers are brought within scope of the scheme.

The final finding of note is that the non-university employers within higher education - colleges and students' unions - once again have distinctive patterns of impact. Contract workers are much less a feature in these cases, perhaps being used to cover for staff absences or to supplement the direct workforce on special occasions, such as dinners, conferences or, in Oxford and Cambridge, May Balls. The other striking feature of the impact pattern in colleges and students' unions is the very large number of part-time beneficiaries. This probably reflects the services these organizations provide: the students' union pattern, for instance, suggests that the main beneficiaries are part-time bar staff working in the union bar.

10. Financial Impact of the Living Wage in Higher Education

In the return that Living Wage Employers are asked to complete when they become accredited, they are asked to give the lowest hourly rate of pay paid to workers prior to their being moved onto the Living Wage. From this information it is possible to calculate the size of the percentage increase in hourly pay for Living Wage recipients and to estimate the aggregate money transfer to employees over time. These estimates can be used as indicators of the financial benefit to individuals of the scheme and of the collective value of the scheme to low-wage workers. It must be stressed, however, that both are estimates, derived from less than perfect data. There are lots of missing values, the estimates are based on the lowest, not the average or median, prior rate of pay, and they are calculated from information collected at only one point in time. Despite these flaws, the estimates are extremely valuable and can provide a reasonably robust indication of the financial impact of the Living Wage.

Table 6 shows estimates of the median percentage increase in hourly pay for Living Wage recipients and the aggregate money transfer for universities and other branches of higher education. Once again, equivalent data are presented for local authorities and for NHS providers. Estimates of the median percentage increase in hourly pay are given for all employees and for the different types of employees discussed in the previous section: i.e. direct, contract, part-time, and full-time employees and those receiving the London and UK Living Wage.

Table 6 Estimates of Living Wage pay increases and aggregate wage transfer

| | Universities | Colleges | Students' unions | Local authorities | NHS providers |
|---------------------------------------|--------------|-----------|------------------|-------------------|---------------|
| Median % increase in hourly pay | | | | | |
| All employees | 10.7 | 9.1 | 14.4 | 14.7 | 8.4 |
| Direct employees | 8.8 | 9.0 | 14.4 | 13.8 | 4.1 |
| Contract employees | 15.3 | 7.6 | 12.2 | 15.2 | 14.3 |
| Part-time employees | 10.8 | 8.3 | 16.0 | 15.8 | 5.1 |
| Full-time employees | 11.2 | 11.1 | 5.1 | 14.4 | 8.0 |
| UK Living Wage | 8.8 | 9.1 | 14.4 | 13.8 | 4.6 |
| London Living Wage | 35.4 | - | 18.9 | 24.1 | 14.7 |
| Total money transfer £s (2022 values) | 211,042,974 | 7,098,125 | 9,608,643 | 678,308,556 | 41,209,323 |

Base. All accredited Living Wage Employers. The median percentage increase figures are based only on a limited number of cases due to missing values: universities (47), colleges (11), Students' unions (29), local authorities (58), NHS Providers (28).

The table shows that Living Wage accreditation has led to non-trivial increases in the rate of pay in universities and in other public services. The median percentage increase reported by universities is 11 per cent, while the increase is higher in local government and lower in the NHS. The NHS is characterized by recent accreditation, and this is likely to result in smaller percentage pay increases because the value of the statutory wage floor has increased markedly since 2016, closing the gap between the statutory minimum and the Living Wage.

Table 6 also shows that there are notable differences in the size of the percentage increase in pay for different types of Living Wage recipient. In universities, the increase has tended to be greater for contract employees, who perhaps often were paid at the statutory minimum prior to accreditation. The increase has also been greater for those receiving the London Living Wage, reflecting its greater value. This pattern of higher percentage increases for contract and for London-based employees is also seen in the NHS and, to a lesser degree, in local government. There seems to be a public service-wide distribution, in which the Living Wage is particularly beneficial for certain types of employees.

The other main thing to note from the data on percentage pay increases is the distinctive profile within students' unions. The percentage increase in pay has been particularly marked in students' unions compared with other parts of higher education, rising to a median figure of 16 per cent for part-time recipients of the Living Wage. The likely explanation of this is that students' unions employ students, many of whom are aged below 21 and who would have been paid the age-related statutory minimum wage prior to accreditation. The pattern points to the particularly beneficial nature of the Living Wage for young workers who do not qualify for the highest statutory minimum rate, the National Living Wage.

The bottom row of Table 6 presents estimates of the total money value of the Living Wage in higher education and the comparator public services. It is important to recognize that these estimates are cumulative: they capture the money transfer to low-wage workers from the point of accreditation to the present day. In combination, they point to a substantial redistributive effect. More than £200m has been transferred to university employees through the Living Wage scheme, nearly £700m to local government workers and more than £40m to workers within the NHS. The total money transfer across all of higher education and the other two services is more than £1bn. This is a substantial amount and represents a substantial contribution to reducing the effects of low pay in public services.

11. Conclusion

This report has examined the extent and pattern of Living Wage adoption in higher education and presented evidence on the impact of the scheme within the industry. Amongst the key findings are the following:

- Higher education has a high level of Living Wage accreditation with 71 universities currently in membership of the scheme. These universities make up about 40 per cent of the sector and this rate of accreditation is higher than that seen in comparable public service industries: local government and healthcare.
- There is a good level of accreditation in all parts of the university sector, with the exception of foreign universities operating campuses in the UK. There is particularly strong support for the Living Wage among the 'ancient' universities, 'plate glass' universities, and the member institutions of the University of London. Although redbrick and new universities have a lower level of membership, there is still strong support with many institutions in these categories becoming accredited as Living Wage Employers.
- Beyond universities, other higher education institutions have also shown support for the scheme. There is strong membership amongst university colleges and students' unions and funding, service, and research bodies have also adopted the standard. The Living Wage has spread throughout the higher education eco-system.
- Universities have joined the Living Wage scheme at quite a steady rate since its launch in 2011. There are first movers and late entrants amongst their ranks. The pace of recruitment has picked up in recent years, however, and there seems to be considerable momentum behind the attempt to recruit universities at present.
- Accredited universities are found in three of the four nations of the UK and in all English regions. Take-up has been broad in scope. Nevertheless, there are geographical hotspots for university accreditation, with Wales standing out with its 100 per cent record. Other concentrations of accreditation are found in London and Scotland and in some of the English regions, such as the East of England and the North-West. The concentration of accreditation in specific regions is also seen in other public service industries, which display the same broad profile as higher education.
- Adoption of the Living Wage does not appear to be strongly associated with membership of collective institutions, though it is notable that the members of MillionPlus, the Russell Group, and London Higher have a high rate of Living Wage adoption. There is limited evidence that membership of policy networks that might be expected to incline universities towards Living Wage adoption, such as NCCPE, in fact generate this effect.
- A more significant influence on university accreditation appears to be exposure to Living Wage campaigning and it is notable that universities in areas covered by Living Wage City and Living Wage City-Region campaigns are more likely to be accredited. The evidence indicates that campaigning is effective, and that place-based campaigning seems especially to evoke a positive response.
- Currently, the Living Wage standard covers about 300,000 higher education employees and about 30,000 workers in the sector have received a Living Wage pay increase. Although higher education is a relatively high paying sector, there is a substantial minority of low-paid employees engaged in the delivery of support services and it is these employees who have benefited from Living Wage adoption. A very similar pattern is seen in comparable public services: local government and the NHS.
- It is notable that about a quarter of benefiting workers are not directly employed by universities but work for contractors. Again, this is a characteristic shared with other public services and points to the effect of the Living Wage in mitigating some of the adverse effects of public service outsourcing for low paid employees.

- It is also notable that a majority of beneficiaries are part-time workers, many of whom will be low-paid women working in cleaning, catering, and other support roles. A very high proportion of those receiving the Living Wage in higher education are based in London, a pattern that is also seen in the NHS.
- Workers benefiting from the Living Wage in higher education have often received a substantial uplift in the hourly rate of pay. The median percentage increase for workers in the sector is more than ten per cent. Contract workers and those receiving the London Living Wage have tended to receive higher percentage pay increases.
- The aggregate wage transfer to low-paid workers in higher education since the inception of the scheme is about £230m. If this is added to the figures for local government and the NHS, then public service adoption of the Living Wage has led to a transfer of more than £1bn to low-paid employees. The evidence for higher education and its comparator services points to a substantial redistributive effect resulting from the Living Wage campaign.

The broad objectives in writing this report were twofold: to assemble evidence on the number and types of higher education institution that have adopted the Living Wage and to provide an empirical demonstration of the scheme's effectiveness in boosting pay for low-paid employees. We believe that the pattern of findings reported relating to both objectives is encouraging. Universities have become accredited Living Wage Employers to an extent that exceeds other public service industries, and while there is scope for further growth there is evidence of strong support for the Living Wage within the sector. It is also notable that this support is broadly spread, found amongst all types of university and in virtually all parts of the country. The effects of this spread of the Living Wage standard has been a substantial wage transfer to low-paid employees in higher education, many of whom occupy part-time and outsourced job roles. Further spread of the Living Wage in higher education will strengthen this redistributive effect.

Appendices

Appendix 1 Accredited higher education institutions

| | Institution | Year of accreditation | Nation or region |
|----|--|-----------------------|-------------------|
| 1 | Abertay University | 2019 | Scotland |
| 2 | Aberystwyth University | 2018 | Wales |
| 3 | Anglia Ruskin University | 2016 | East of England |
| 4 | Argyll College UHI | 2021 | Scotland |
| 5 | Aston University | 2022 | West Midlands |
| 6 | Balliol College, Oxford | 2022 | South-East |
| 7 | Bangor University | 2020 | Wales |
| 8 | Birkbeck, University of London | 2015 | London |
| 9 | Buckinghamshire New University | 2023 | South-East |
| 10 | Cardiff Metropolitan University | 2019 | Wales |
| 11 | Cardiff University | 2014 | Wales |
| 12 | Christ Church College, Oxford | 2015 | South-East |
| 13 | Cranfield University | 2022 | South-East |
| 14 | Edinburgh Napier University | 2021 | Scotland |
| 15 | Florida State University | 2019 | London |
| 16 | Girton College, Cambridge | 2019 | East of England |
| 17 | Glasgow Caledonian University | 2014 | Scotland |
| 18 | Goldsmiths, University of London | 2016 | London |
| 19 | Green Templeton College, Oxford | 2018 | South-East |
| 20 | Hertford College, Oxford | 2014 | South-East |
| 21 | Institute of Development Studies | 2015 | South-East |
| 22 | Inverness College UHI | 2018 | Scotland |
| 23 | Jesus College, Oxford | 2017 | South-East |
| 24 | King's College London | 2018 | London |
| 25 | Kingston University | 2022 | London |
| 26 | Leeds Trinity University | 2013 | Yorks & Humber |
| 27 | Lews Castle College UHI | 2017 | Scotland |
| 28 | Lincoln College, Oxford | 2018 | South-East |
| 29 | Liverpool John Moores University | 2016 | North-West |
| 30 | London Business School | 2012 | London |
| 31 | London Metropolitan University | 2014 | London |
| 32 | London School of Business and Finance | 2016 | London |
| 33 | London School of Economics and Political Science | 2013 | London |
| 34 | London School of Hygiene and Tropical Medicine | 2013 | London |
| 35 | London South Bank University | 2015 | London |
| 36 | Loughborough University | 2023 | East Midlands |
| 37 | Manchester Metropolitan University | 2020 | North-West |
| 38 | Mansfield College, Oxford | 2015 | South-East |
| 39 | Merton College, Oxford | 2016 | South-East |
| 40 | Middlesex University | 2017 | London |
| 41 | Moray College UHI | 2016 | Scotland |
| 42 | Newcastle University | 2019 | North-East |
| 43 | North Highland College, UHI | 2012 | Scotland |
| 44 | <i>Oriel College, Oxford</i> | <i>2017</i> | <i>South-East</i> |

| | Institution | Year of accreditation | Nation or region |
|----|---|-----------------------|------------------------|
| 45 | Pembroke College, Oxford | 2017 | South-East |
| 46 | Perth College, UHI | 2014 | Scotland |
| 47 | <i>Plymouth College of Art (Arts University Plymouth)</i> | 2013 | <i>South-West</i> |
| 48 | Queen Margaret University | 2016 | Scotland |
| 49 | Queen Mary University of London | 2012 | London |
| 50 | Queens' College, Cambridge | 2014 | East of England |
| 51 | Ravensbourne University | 2015 | London |
| 52 | Sabhal Mòr Ostaig, UHI | 2016 | Scotland |
| 53 | Selwyn College, Cambridge | 2020 | East of England |
| 54 | SOAS | 2016 | London |
| 55 | Somerville College, Oxford | 2015 | South-East |
| 56 | St Cross College, Oxford | 2015 | South-East |
| 57 | St Edmund Hall, Oxford | 2021 | South-East |
| 58 | St Hilda's College, Oxford | 2015 | South-East |
| 59 | St Mary's University | 2013 | London |
| 60 | St Peter's College, Oxford | 2019 | South-East |
| 61 | Swansea University | 2020 | Wales |
| 62 | Syracuse University | 2018 | London |
| 63 | The Open University | 2014 | South-East |
| 64 | The Queen's College, Oxford | 2016 | South-East |
| 65 | The University of Law | 2019 | London |
| 66 | University College London | 2021 | London |
| 67 | University College, Oxford | 2016 | South-East |
| 68 | University of Aberdeen | 2015 | Scotland |
| 69 | University of Bath | 2018 | South-West |
| 70 | University of Bolton | 2014 | North-West |
| 71 | University of Bradford | 2022 | Yorks & Humber |
| 72 | University of Bristol | 2018 | South-West |
| 73 | University of Cambridge | 2021 | East of England |
| 74 | University of Dundee | 2023 | Scotland |
| 75 | <i>University of East Anglia</i> | 2019 | <i>East of England</i> |
| 76 | University of East London | 2013 | London |
| 77 | University of Edinburgh | 2017 | Scotland |
| 78 | University of Essex | 2023 | East of England |
| 79 | University of Glasgow | 2015 | Scotland |
| 80 | University of Huddersfield | 2013 | Yorks & Humber |
| 81 | University of Liverpool | 2019 | North-West |
| 82 | University of London | 2019 | London |
| 83 | University of Manchester | 2019 | North-West |
| 84 | University of Northampton | 2022 | East Midlands |
| 85 | University of Oxford | 2015 | South-East |
| 86 | University of Salford | 2013 | North-West |
| 87 | University of South Wales | 2019 | Wales |
| 88 | University of Strathclyde | 2015 | Scotland |
| 89 | University of Sunderland | 2022 | North-East |
| 90 | University of Sussex | 2022 | South-East |
| 91 | University of the Arts London | 2021 | London |
| 92 | University of the West of England | 2020 | South-West |
| 93 | University of the West of Scotland | 2023 | Scotland |

| | Institution | Year of accreditation | Nation or region |
|-----|--------------------------------------|-----------------------|------------------|
| 94 | University of Wales Trinity St David | 2019 | Wales |
| 95 | University of Warwick | 2021 | West Midlands |
| 96 | University of West London | 2023 | London |
| 97 | University of Winchester | 2015 | South-East |
| 98 | University of Wolverhampton | 2013 | West Midlands |
| 99 | University of York | 2021 | Yorks & Humber |
| 100 | Wadham College, Oxford | 2015 | South-East |
| 101 | West Highland College, UHI | 2021 | Scotland |
| 102 | Wrexham Glyndŵr University | 2019 | Wales |
| 103 | York St John University | 2022 | Yorks & Humber |

Base: Universities and colleges accredited since 2011; institutions whose accreditation has lapsed in italics.

Appendix 2: Major universities that are not accredited under the Living Wage scheme.

| | | |
|----------------------------|---------------------------|-----------------------------|
| Durham University | University of Nottingham | University of Surrey |
| St Andrews University | University of Reading | Bath Spa University |
| Imperial College | University of Sheffield | Birmingham City University |
| Keele University | University of Southampton | Bournemouth University |
| Queen's University Belfast | Brunel University | Coventry University |
| University of Birmingham | Heriot-Watt University | De Montfort University |
| University of Exeter | Lancaster University | Northumbria University |
| University of Hull | Ulster University | Nottingham Trent University |
| University of Leeds | University of Kent | Oxford Brookes University |
| University of Leicester | University of Stirling | Sheffield Hallam University |

Appendix 3: Accreditation of universities and students' unions

| University accredited but not students' union | Students' union accredited but not university | Both university and students' union accredited |
|---|---|--|
| Anglia Ruskin University | Durham University | Abertay University |
| Aston University | Falmouth University ¹ | Aberystwyth University |
| Bangor University | Newman University | Buckinghamshire New University |
| Birkbeck, University of London | The Robert Gordon University | Glasgow Caledonian |
| Cardiff Metropolitan University | University College Birmingham | Goldsmiths |
| Cardiff University | University of Bedfordshire | Kings, London |
| Cranfield University | University of Exeter ¹ | Kingston University |
| Edinburgh Napier University | University of Nottingham | London Metropolitan |
| Leeds Trinity University | University of Sheffield | LSE |
| Liverpool John Moores | | Middlesex University |
| London Business School | | Newcastle University |
| London School of Business & Finance | | SOAS |
| London School of Hygiene & Tropical Medicine | | University College London |
| London South Bank University | | University of Aberdeen |
| Loughborough University | | University of Bristol |
| Manchester Metropolitan | | University of Cambridge |
| Open University | | University of Dundee |
| Queen Mary, London | | University of Essex |
| Ravensbourne University | | University of Manchester |
| St Mary's Twickenham | | University of Northampton |
| Swansea University | | University of Oxford |
| University of Bath | | University of Salford |
| University of Bolton | | University of Strathclyde |
| University of Bradford | | University of Sunderland |
| University of East London | | University of the Arts |
| University of Edinburgh | | University of West of Scotland |
| University of Glasgow | | |
| University of Huddersfield | | |
| University of Law | | |
| University of Liverpool | | |
| University of South Wales | | |
| University of Sussex | | |
| University of West of England | | |
| University of Wales TSD | | |
| University of Warwick | | |
| University of West London | | |
| University of Winchester | | |
| University of Wolverhampton | | |
| University of York | | |
| Wrexham Glyndwr University | | |
| York St John University | | |

Base: Currently accredited universities

1. The students' union at the Falmouth and Penrhyn sites, shared jointly by the universities of Falmouth and Exeter, is accredited.