

## Statement about the Living Wage from the Friends Provident Foundation

A concern with how money and financial systems can be tools for bringing about positive change is part of **all** we do.

We are therefore proud to be a Living Wage Employer, accredited with the [Living Wage Foundation](#).

**Please note** that the Living Wage is a different concept from the UK Government's 'national living wage', which is a compulsory minimum wage premium for all staff over 25 years of age, introduced in April 2016.

Our funding and investment programmes highlight the importance of fair pay and reducing wage inequality and so we want to make sure our grant support is part of the solution.

To this end, we have become an accredited [Living Wage Friendly Funder](#). This scheme recognises funders that support organisations to pay the Living Wage through their grant-making and other forms of support.

We therefore ask that organisations we give grants to:

- a) **pay the Living Wage** to any staff posts wholly or partially funded (and directly or indirectly) by us, unless we can agree that there are good reasons for this not to happen  
We will discuss this with you in detail when we assess your full proposal, if you are invited to the second stage of the application process. But at this first stage you should simply ensure that you have reflected the relevant costs in your grant request to us.
- b) **consider becoming Living Wage Employers** themselves (and hence pay the Living Wage on ALL their directly employed and contracted staff posts);

If we decide to grant aid or otherwise invest in your work/your organisation we will talk to you about how we can support you to become a Living Wage Employer if you are not already one.

To help us with this process, on the online outline proposal application form we ask you to:

- Tick a box to indicate that you understand our requirement in respect of paying the Living Wage on grant-aided staff posts and are prepared to try to fulfil these requirements.
- Answer the question - Is your organisation an accredited Living Wage Employer?

Please be aware that to ensure that you do meet our requirements in practice if you get funding from us, a clause is included in our Terms and Conditions of Grant - so it is important that you are open and honest with us from the outset.