

LIVING WAGE CHAMPION AWARDS 2019



GUIDANCE FOR
APPLICANTS



LIVING WAGE CHAMPION AWARDS 2019

The 2019 Living Wage Champion Awards will showcase and celebrate the organisations and individuals who are central to the Living Wage Campaign, whether that's seeking to do business differently in tough circumstances, or hosting an event to encourage others to take up the Living Wage, secured contracts in industries with high levels of low pay or done something else to reduce in-work poverty.

The Champion Awards 2019 are there to recognise those people who show leadership by promoting the real Living Wage in their sectors, supply chains and areas.

We welcome applications from our whole network, big or small, as we recognise the success of our movement is built by champions like you!

Last year, we were so impressed with our champions;

- Jayne Sadgrove, who helped turn Cardiff University into an accredited Living Wage Employer.
- Dundee City Council who set out an ambition to make the city a 'Living Wage City',
- Enhance Office Cleaning who have driven the Living Wage in a traditionally low paid industry.

The Champion Awards are judged by an independent panel of judges. Judges will shortlist overall winners, in seven categories. There will be a further three awards that do not require nominations which will be announced at the ceremony.

WINNERS WILL BE...

- Invited to attend the award ceremony in June 2019.
- Given a Living Wage trophy to display, and badge for their LinkedIn.
- Showcased through sector Press and social media activities.





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WHO CAN APPLY?

- This year we are asking you to nominate individuals or teams within your organisations that have shown real leadership on the Living Wage, driving it within your organisations and beyond. There are separate awards categories open for individuals, organisations and campaign groups. Please check the specific criteria for each category carefully. All categories except for 'Campaigns of the year' require you to be part of a Living Wage Employer, or a Recognised Service Provider.
- The awards are open to those that have entered and been shortlisted or won awards in the past, as well as those that have not applied before.
- You can only apply in **one award category**; so please think carefully about which category fits your nomination best. During the judging process, applications may be moved between categories if they are felt to be stronger elsewhere.
- The awards are free to enter.
- In the interest of protecting the Living Wage movement's impartiality, judges will not give awards to elected politicians.

HOW TO APPLY?

[APPLY HERE](#)

BY DEADLINE OF THE 12TH MARCH 2019 (9AM)

Need inspiration? See who won the [2018 Living Wage Champion Awards](#).





2019 LIVING WAGE CHAMPION AWARD CATEGORIES

For all of the below awards, nominations must include the following:

- **300-word account** of your eligibility based on outlined criteria for each award.
- A picture of the nominee or team with the Living Wage or Recognised Service Provider logo where possible, and contact details for yourself and the nominee.
- Where possible, please include **stats that demonstrate impact**. *E.g. 10 organisations signed up to the Living Wage because of an event we held.*

1. INDUSTRY CHAMPION AWARD (6 AWARDS)

Paying the Living Wage and good employment presents different opportunities and challenges in different industries. We know that many individuals in our network are championing the Living Wage in their sector and growing support for the movement. Whether this is by writing blogs in sector press or holding events to share knowledge.



This award will be given to individuals or teams working for **Living Wage Employers or Recognised Service Providers** that have shown exceptional leadership over the last year by promoting the Living Wage in their industry and supply chain, leading more employers to pay the real Living Wage. We welcome nominations from industry leaders from all industries here e.g. Transport, Construction and Law.

To apply you must meet the following criteria:

- You are nominating either an individual or team of individuals working for a Living Wage Employer or Recognised Service Provider.

2. AGAINST ALL ODDS INDUSTRY AWARD (6 AWARDS)

When the Living Wage movement first began, there were some industries in which people thought getting companies to pay the Living Wage would be near impossible. These were industries such as retail, hospitality, care, cleaning, security, manufacturing and temporary recruitment agencies where low pay was particularly prevalent. Now we have hundreds of companies in our movement who are leading the way and demonstrating that not only is paying the Living Wage possible in these industries but that by doing business differently, they can change the industry for the better.



This award is open to individuals or teams working for **Living Wage Employers or Recognised Service Providers** who have shown leadership on the Living Wage in an industry with high levels of low pay. These include; retail, hospitality, care, cleaning, security, manufacturing and temporary recruitment agencies.

To apply you must meet the following criteria:

- You are nominating either an individual or team of individuals working for a Living Wage Employer or Recognised Service Provider.
- Your nomination is for someone working in an industry with high levels of low pay, including: Retail, hospitality, care, cleaning, security, manufacturing and temporary recruitment agencies



2019 LIVING WAGE CHAMPION AWARD CATEGORIES CONTINUED

3. LIVING WAGE CAMPAIGNS OF THE YEAR AWARD (5 AWARDS)



The Living Wage movement is nothing without the tireless work of individuals and community groups who campaign for the Living Wage in their area or at their workplace. The Living Wage movement began with local people coming together and asking for businesses to step up and that has made it the success it is today.

This award is open to **individuals, teams and community groups** that have successfully campaigned for uptake of the Living Wage and as a result grown the Living Wage movement.

To apply you must meet the following criteria:

- You can nominate either an individual, team of individuals, campaign or community group.
- You must evidence what your campaign set out to achieve on the Living Wage, and how they have worked towards that goal and achieved it.
- Living Wage Employers or Recognised Service Providers can not apply for this category.

4. PLACES CHAMPION AWARD (3 AWARD)



There's a growing consensus that collective efforts within defined geographic places can help re-design the way our local economies work and fix entrenched local economic problems. Across the UK, many Living Wage Employers, especially large and leading employers such as Local Authorities, are recognising their role in influencing other businesses in their area to demonstrate good employment practices and benefit the local economy. We are reliant on their leadership to grow the Living Wage in regions across the UK.

This award is open to **Living Wage Employers, especially Local Authorities or groups of Employers** who have successfully driven take-up of the real Living Wage in a particular place/area.

To apply you must meet the following criteria:

- Nominations must be for either Living Wage Employers or Groups of Living Wage Employers
- You must evidence which place or area you have been operating in, and the number of employers who have taken-up the real Living Wage as a result of your hard work.
- Place can be defined at a city or city region level, borough or town. We encourage Combined Authorities and Local Authorities committed to the Living Wage to apply, as well as areas that are on their way to becoming Living Wage Zones, and office blocks that are in the process of becoming Living Wage Buildings.



2019 LIVING WAGE CHAMPION AWARD CATEGORIES CONTINUED

5. FUNDING CHAMPION AWARD (3 AWARDS)



In recent years, many charities delivering vital services to the most vulnerable people in our society, as well as a wide range of organisations working to improve our health, wellbeing, and access to knowledge, nature, arts and culture, have experienced a tough funding environment. Living Wage Friendly Funders are trying to do things differently. Ranging from local authorities to charitable trusts and foundations, corporate and capital funders, they commit to tackle low pay by supporting their grantees to pay the Living Wage. Together they have helped drive a huge increase in the number of charities accrediting with the Living Wage Foundation.

This award is open to Living Wage organisations that use their funding and grant-making processes to promote the real Living Wage, as part of the **Foundation's Living Wage Friendly Funder scheme**. This award will recognise those that have helped do the most to tackle low pay in sectors reliant on grant funding, such as charities and the arts.

To apply you must meet the following criteria:

- Nominations must be for those part of the Living Wage Friendly Funder Scheme.

6. BEYOND THE LIVING WAGE AWARD (3 AWARDS)



The Living Wage campaign has been fighting for wages that meet the real costs of living since 2001. The campaign is based on the belief that no one should be working full time, and still earning less than they need to live. There are now nearly 5,000 accredited Living Wage Employers, and the campaign has put over £800m back into the pockets of nearly 200,000 low paid workers. However, levels of in-work poverty are also affected by other employment practices, such as the number and security of hours people work. We know there are many employers who are living out the values of the Living Wage movement beyond the hourly rate and ensuring all their staff are secure in their work.

This award is open to **Living Wage Employers** that have shown exceptional leadership in tackling in-work poverty and improving the wellbeing of their lower paid employees, by putting in place measures to tackle insecurity and underemployment as well as low pay, and offering policies to improve job security and work-life balance alongside the real Living Wage.

To apply you must meet the following criteria:

- Nominations must be for Living Wage Employers, or Recognised Service Providers who already paying the real Living Wage, have decided to go further and also tackle insecurity, whether that be through a guaranteed number of hours for workers or compensation for cancelling shifts.



2019 LIVING WAGE CHAMPION AWARD CATEGORIES CONTINUED

7. EMPLOYEES' CHOICE AWARD (1 AWARD)



The Living Wage movement, at its heart, is about the workers who benefit from receiving a wage that is enough to live on. Therefore this award is all about who they think deserves to be recognised as an outstanding employer.

This award will be open to nominations from **employees at Living Wage organisations**, who will be invited to make the case for why their Living Wage Employer or Recognised Service Provider deserves to be recognised as an excellent place to work for all employees and sub-contracted staff, including but not limited to their commitment to the real Living Wage. To ensure smaller organisations are not at a disadvantage, the award will be awarded based on the strength of nomination, not the number of nominations.

To apply you must meet the following criteria:

- Nominations must be from employees at a Living Wage Employer or Recognised Service Provider, sharing their perspective on working for their employer.
- Nominations must include a testimony on why their employer deserves to be recognised for paying the real Living Wage, including how their employer has gone above and beyond for its employee's. Nominees could share stories and examples of the difference it has made to either themselves or their colleagues lives.
- Please be aware, information including testimony may be shared for marketing purposes, but we can anonymise it for anyone who wishes.
- To ensure smaller organisations are not at a disadvantage, the award will be awarded based on the strength of nomination, not the number of nominations.

Because we want to share the stories of winners, nominations must:

- Be a maximum of 300 words
- Include employee name and job title
- Include contact details for the organisation they are nominating with a member of staff's name and contact information, so we can inform them of their nomination.

THE PROCESS

Employees
make
nominations

Shortlist
employee
nominations to 3
which the public
vote on

Launch public
vote on social
media for
employee's
choice award

The winner will
be decided by
polling results
and announced
at the ceremony



2019 LIVING WAGE CHAMPION AWARD CATEGORIES

THE SELECTION PROCESS

STAGE 1

Applications open on **31 January 2019**, and will be reviewed following the application deadline on **12 March 2019 (9AM)**.

STAGE 2

By early April, judges will review the applications, and choose winners for each category. **Depending on numbers of entrants, most applicants will receive an invite to the awards ceremony in April**, with winners announced on the night itself.

STAGE 3

In June we will announce the winner of each category, and an award ceremony will take place. On the same night, we will announce a few other award winners who were not open to nominations for the following categories, including a Judge's **'Champion of Champions' Award and People's Vote Award**.

STAGE 4

After the announcement and award ceremony, winners of each category will be supported with press releases and social media activities.

The logo features a yellow crown at the top left, a blue circle containing the text, and three overlapping circles (green, yellow, and orange) to the right. The background is light blue with colorful confetti.

2019
*Living
Wage*
Champion
Awards

If you have any further questions please
get in touch with Ruby Love at the
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