

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	11 June 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Draft Aberdeen and Aberdeenshire Living Wage Place Action Plan 2025-2028
REPORT NUMBER	CORS/25/135
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Isla Newcombe
REPORT AUTHOR	Martin Barry, Engagement Partner, Scottish Enterprise
TERMS OF REFERENCE	1.1, 3.1

1. PURPOSE OF REPORT

- 1.1 This report presents the Regional Living Wage Place Action Plan 2025-2028.

2. RECOMMENDATIONS

That the Committee:-

- 2.1 Notes the Draft Aberdeen and Aberdeenshire Living Wage Place Action Plan 2025-2028.

3. CURRENT SITUATION

- 3.1 The Living Wage Places scheme is administered by Living Wage Scotland. Any place can join the scheme provided the relevant Local Authority is an accredited Living Wage employer. Aberdeen City Council achieved accreditation in 2017.
- 3.2 In November 2022 the Community Planning Aberdeen Board approved the Making Aberdeen a Real Living Wage City Action Plan 2022-2025. Within the action plan was a commitment to encourage Aberdeenshire-based employers to become accredited Real Living Wage employers and promote a culture of regional collaboration. Following the accreditation of Aberdeenshire Council as a Real Living Wage employer in October 2023, the Aberdeen Living Wage Action Group agreed that their subsequent three year action plan should be extended to include Aberdeenshire. Accreditation in either Local Authority area can benefit employees in the other given the two-way travel to work flows in the region.
- 3.3 The Making Aberdeen and Aberdeenshire Living Wage Place Action Plan 2025-28 continues to promote the real Living Wage as agreed from 1 April 2025 (£12.60 per hour), rather than the UK Government National Living Wage (£11.44 per hour). It also continues to seek employer accreditations to the Real Living Wage in order to gain wage uplifts for those earning less than the current Real Living Wage hourly rate of £12.60 per hour. Ensuring retention of the current accreditation network given the current cost pressures on employers across the private and third sectors will also be a priority.

- 3.4 The Action Plan supports and aligns to the objective within the Regional Economic Strategy, published in February 2024, to become a Real Living Wage region with 95% of overall employment offering a Real Living Wage or higher. It also supports delivery of the Aberdeen City Local Outcome Improvement Plan Stretch Outcome 2 which seeks to increase employer sign up to the Real Living Wage by 5% year on year and achieve Real Living Wage City Status by 2026. Increasing household income as a result of real living wage uplifts will help ensure a reduction in both in-work and child poverty levels in the City.
- 3.5 The targets within the Real Living Wage Place Action Plan 2025-28 will be reviewed annually to ensure appropriateness and net growth in both accreditation and uplift numbers.

3.6 Next Steps

- 3.6.1 The Making Aberdeen and Aberdeenshire a Real Living Wage Place Action Plan will be presented to the Community Planning Aberdeen Board and Aberdeenshire Community Planning Board for approval in June 2025.
- 3.6.2 The action plan will be formally launched from 23 June 2025 via a press release from Living Wage Scotland, and various social media posts. Further engagement with employers to promote the benefits of Real Living Wage accreditation to them and their employees, alongside general promotion of the project, will continue.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no financial implications arising from the recommendations in this report. Closer working with Aberdeenshire Council could help realise efficiency in the longer term.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications arising from the recommendations in this report.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no environmental implications arising from this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	No significant risk identified.	N/A	L	Yes

Compliance	No significant risk identified.	N/A	L	Yes
Operational	Failure to secure support from wider stakeholders	Cross Council and partner working group established to develop and deliver action plan. Key policy driver for the Regional Economic Strategy.	L	Yes
Financial	No significant risk identified.	N/A	L	Yes
Reputational	Failure to achieve Real Living Wage City status	Cross Council and partner working group established to develop and deliver action plan.	L	Yes
Environment / Climate	No environmental risks identified	N/A	n/a	n/a

8. OUTCOMES

Council Delivery Plan 2024	
	Impact of Report
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	<p>The proposals in this report support delivery of the Partnership's Policy Statement:</p> <p>Work with the city's universities, North East Scotland College and businesses to increase educational and training options and the number of care experienced young people and young people from deprived communities, going onto positive destinations, including further and higher education, vocational training and apprenticeships.</p>
<u>Local Outcome Improvement Plan</u>	
Prosperous Economy Stretch Outcomes	<p>Stretch outcome 1: 20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.</p> <p>Stretch outcome 2: 74% employment rate for Aberdeen City by 2026.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
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Integrated Impact Assessment	Not required. I confirm this has been discussed and agreed with Isla Newcombe, Chief Officer People and Citizens Services on 15 May 2025.
Data Protection Impact Assessment	Not required.
Other	N/A

10. BACKGROUND PAPERS

10.1 [Aberdeen - A Real Living Wage City Action Plan 2022-2025](#)

11. APPENDICES

Appendix 1 Making Aberdeen and Aberdeenshire a Living Wage Place Action Plan 2025-2028

12. REPORT AUTHOR CONTACT DETAILS

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