

FREEDOM OF INFORMATION ACT 2000

Your request for information has now been considered and the Council's response to your questions is shown below.

You asked:

Living Wage

1. As at 1 April 2012, had the local authority made a policy commitment to pay all directly- employed staff the Living Wage at the relevant hourly rate (£8.30 in London, £7.20 elsewhere) as a minimum?

No

Please add anything else you would like to say about the living Wage for the local authority's own staff.

We have been researching and considering whether to adopt a living wage approach after this.

2. As at 1 April 2012, had the local authority made a policy commitment to require (some or all) external contractors to pay staff the Living Wage at the relevant hourly rate (£8.30 in London, £7.20 elsewhere) as a minimum?

No

Please add anything else you would like to say about the Living Wage for the external contractors (e.g. types of contractors covered).

Not applicable

3. As at 1 April 2012, had the local authority contacted any local employers to encourage them to pay the Living Wage as a minimum? If not, are there plans to do so in the future?

No

Please add anything else you would like to say about encouraging local employers to pay the Living Wage (e.g. type /number of employers contacted).

Not applicable

Pay Multiples

4. As at 1 April 2012, had the local authority contacted its contractors to encourage them to publish and/or manage pay multiples? (e.g. Ratio between top and bottom or top and median pay).If not, are there plans to do so in the future?

No

Please add anything else you would like to say about encouraging contractors to publish and/or manage pay multiples (e.g. type /number of contractors contacted).

Not applicable

5. As at 1 April 2012 had the local authority contacted any local employers to encourage them to publish and/or manage pay multiples? (e.g. ratio between top and bottom or top and median pay).If not, are there plans to do so in the future?

No

Please add anything else you would like to say about encouraging any local employers to publish and/or manage pay multiples (e.g. type /number of local employers contacted)

Not applicable

Other

6. Please let us know about any other policies or practices relating to fair pay that the local authority has adopted or encouraged contractors or any local employers to adopt (e.g. setting up a Fairness Commission, policies on precarious employment contracts).Please provide website links for further information if necessary.

Not applicable

7. Name of local authority

LEICESTER CITY COUNCIL

8. Please provide details for the person we should contact if we need to clarify any of your answers or want to use your local authority as an example of good practice (see below).

Title	Miss
First Name	Fiona
Last Name	Skene
Job Title	Director of HR & Workforce Development
Email Address	Fiona.Skene@leicester.gov.uk
Telephone number	(0116) 2526003

9. In general we will not attribute responses to individual authorities, but where there are examples of good practice, we would like to name the local authorities involved, subject to their agreement. Please confirm that you would be happy for us to contact you to discuss and agree good practice examples, if applicable.

Yes

10. We would also like to list all the local authorities who have responded in our final report, to acknowledge their support. Please confirm that you would be happy for the name of your local authority to be included in such a list.

Yes

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If you are dissatisfied with the handling of your request please write to:

**Information Governance Manager
Information and Support
Leicester City Council
FREEPOST (LE985/33)
New Walk Centre
LEICESTER LE1 6ZG**

e-mail: info.requests@leicester.gov.uk

Your request for internal review should be submitted to the above address within 40 (forty) working days of receipt by you of this response. Any such request received after this time will only be considered at the Council's absolute discretion.

You can also complain to the Information Commissioner at:

**Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow SK9 5AF
Telephone: 01625 545 700
www.informationcommissioner.gov.uk**

Please be aware that the Information Commissioner does not normally consider appeals or complaints until the internal appeals and complaints processes of the public authority which is answering the request have been exhausted. You are therefore advised to complain or appeal to the Information Governance Manager before contacting the Commissioner.

Yours sincerely

**Lynn Wyeth
Information Governance Manager**