

# The real Living Wage

## What it means for you

We are one of over 16,000 employers across the UK who have **proudly committed to pay a real Living Wage** to all our staff. It's higher than the government's 'National Living Wage' and is the only UK wage rate that's calculated independently and based on what it actually costs to live.

In line with guidance from the Living Wage Foundation, all employers are asked to put this increased hourly rate in place as soon as possible **before 1st May 2026**.



**£14.80**

London  
Living  
Wage

**£13.45**  
UK Living  
Wage

**Over 475,000**

people have had a pay rise  
because thanks to the real  
Living Wage

**Over 16,000**

employers pay their staff  
the real Living Wage



**citizens**UK

# The real Living Wage is different to the government's 'National Living Wage'.

## What's the difference?

Understanding the difference between the government's minimum wages can be confusing. Despite having similar names, both wage rates are set differently and have different outcomes for workers and employers.

### The real Living Wage is the only wage rate based on living costs

- The real Living Wage is a higher, voluntary rate that is independently calculated based solely on what is needed to cover living costs. This includes:
  - Everyday household costs such as rent and energy bills, childcare and transport
  - items like a warm winter coat for children, or savings for a financial emergency like a broken boiler.
- In comparison, the Government's rate is the legal minimum businesses are required to pay by law.
- The real Living Wage applies to all workers over the age of 18 working for a Living Wage Employer and is £13.45 an hour across the UK and £14.80 an hour in London. The National Living Wage applies to those over the age of 21 and is worth £12.71 an hour.

### What's the financial difference to workers?

A full-time worker earning the new, real Living Wage would earn over **£1,400 a year more** than a worker earning the current government minimum. In London, a full-time worker on the new real Living Wage rate would earn an over **£4,000 a year more** compared to a worker on the current National Living Wage.

## Want to know more?

Visit our website to find out everything you need to know about the rates and how they are calculated.

You can also see a list of all accredited employers and find out which Living Wage Employers are near you via our online map.

[www.livingwage.org.uk](http://www.livingwage.org.uk)