SPIRITMEDIA.

Real Living Wage Statement

Issued: August 2026. Next review: August 2027.

Spirit Media Scotland is an accredited Living Wage Employer

We have joined the Living Wage movement and are an accredited Living Wage Employer, with our accreditation administered in Scotland by Living Wage Scotland. This means that every member of staff in our organisation earns not just the statutory minimum wage but the real Living Wage.

What the real Living Wage is

The real Living Wage is the only hourly pay rate independently calculated each year on the basis of the true cost of living. It is voluntary, and it is higher than, and distinct from, the statutory National Living Wage and National Minimum Wage set by the UK Government. At the heart of the Living Wage movement is a simple idea: a hard day's work deserves a fair day's pay.

What our accreditation commits us to

As an accredited employer we pay at least the real Living Wage to all directly employed staff aged 18 and over, and to regularly contracted staff working on our behalf. When a new rate is announced each autumn, we implement it within six months. Responsibility for maintaining our accreditation, including annual renewal and rate implementation, sits with the Joint CEOs.

You can find out more about the Living Wage by visiting www.livingwage.org.uk and www.livingwage.scot.