

# **Hanover Scotland secures Living Wage accreditation**

## **Commitment ensures fair wages for all employees and contracted workers**

Housing association Hanover Scotland has achieved accreditation as a Living Wage employer, marking a significant milestone in its commitment to fair compensation for all workers.

This underscores the association's pledge to ensure that all employees, including those hired through third-party suppliers, receive the real Living Wage—higher than the government-mandated minimum.

Headquartered in Edinburgh, Hanover Scotland has provided safe, supportive housing for over 40 years, helping older adults live independently. The organisation manages more than 5,000 homes and employs over 600 staff across Scotland.

Sarah Steel, Head of HR and OD at Hanover Scotland, said: "We are thrilled to be recognised as a Living Wage employer. This demonstrates our commitment to enhancing the quality of life for our employees and aligns with our strategy to be an outstanding employer.

"This accreditation reflects our dedication to fair pay as outlined in our 2022 pay framework review. At Hanover Scotland, we believe that everyone deserves a fair wage and are proud to champion this cause."

Housing, Homelessness and Fair Work Convener Cllr Jane Meagher said: "Over 80,000 people are living in poverty in Edinburgh

and many have been pushed into deprivation because of insecure work. It really can happen to any of us and that is why the Living Wage is such a powerful tool.

“We work with employers to encourage them to sign up, and it feels like we’re witnessing real progress. Edinburgh is home to 20% of Scotland’s Living Wage network. That’s over 750 businesses including Hanover Scotland who are now accredited.”

The Living Wage movement, initiated in 2011, has positively impacted more than 68,000 Scots and injected nearly £600 million into the economy.

Distinct from the government’s National Living Wage—set at £11.44 for those aged 21 and older from April 2024 – the real Living Wage is calculated by the Living Wage Foundation to reflect actual living costs. For 2024, it rises to £12.60 per hour across the UK, with a higher rate for London due to its elevated living expenses.

Rachel Morrison-McCormick, Living Wage Projects Coordinator, said: “Hanover Scotland’s accreditation is an inspiring step forward. Their leadership sets an example for other employers, showing the tangible benefits of investing in fair pay.”

Living Wage Scotland, established in 2014 by the Poverty Alliance and funded by the Scottish Government, plays a pivotal role in accrediting employers who commit to the real Living Wage.

Accredited businesses span private, public, and third sectors, with small-to-medium enterprises comprising 75% of the total. Over 80% of Scotland’s local councils are also accredited.

The accreditation aligns Hanover Scotland with over 3,750 employers in Scotland who prioritise worker welfare through voluntary adherence to Living Wage standards.



(L-R) Cllr Jane Meagher, Rachel Morrison-McCormick, Living Wage Projects Co-Ordinator, Sarah Steele, Hanover Head of HR and OD