

Dear Mr McHale,

Thank you for your continued interest in the schools of North West Academies Trust (NWAT) and please accept this collective response to your Freedom of Information (FOI) request.

NWAT consists of four schools, three in Cheshire West and one in Shropshire. We took the decision some time ago to pay all support staff regardless of age a minimum of £8 per hour. This decision was taken prior to Cheshire West and Chester's (CWAC) pledge to support the Living Wage.

Of the 107 support staff who work across the four schools, 72 of these earn more than the living wage. The 35 who do not are based at the two schools who have most recently joined the Trust from their Local Authorities. The majority of these staff are based in Shropshire, which as a County Council choose not to support the living wage.

As a responsible employer we support the aspirations of the Living Wage Foundation and will continue to work towards this.

If you would like to visit any of our academies to see the excellent work that take place, please do not hesitate to contact me.

A copy of this email and your FOI will be placed on the Trusts website.

Kind regards,

Steve Docking

*Please could you provide me with the following information that I believe you hold. This is a request under the Freedom of Information Act 2000.*

1. *Has your school implemented the Local Living Wage (minimum) for all directly employed school staff (currently £8.45p per hour) as recommended by Cheshire West & Chester Council, or the Living Wage recommended by the Living Wage Foundation (set at the same level)?*

*- See above*

2. *If so, from what date did your Governors agree to implement this?*

*- See Above*

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3. *If not, have you calculated how much this would cost the school and have Governors considered this figure in reaching their decision?*  
- See above
4. *Do you directly employ Catering Staff who prepare meals, and are they paid at least the Living Wage referred to in Question 1?*  
- See above
5. *If not please give the name of the contractor you use? (e.g. Edsential, Food For Thought, Dolce, etc.)*  
- NA
6. *Please indicate if the staff employed by this contractor are (to your knowledge) paid the Living Wage referred to in Question 1 / in the case of Edsential please indicate if you have taken up their contract option which means the staff are paid the Living Wage referred to in Question 1, and the date from when you did this.*  
- NA
7. *Do you directly employ Cleaning staff, other than care-taking staff, and are they paid at least the Living Wage referred to in Question 1*  
See above
8. *If not please give the name of the contractor you use? (e.g. Edsential, Halls, etc.)*  
- NA
9. *Please indicate if these contractor staff are (to your knowledge) paid the Living Wage referred to in Question 1. In the case of Edsential please indicate if you have taken up their contract option which means the staff are paid the Living Wage referred to in Question 1, and the date from when you did this*  
- NA
10. *Do any Breakfast / Lunch-time / After-School Clubs operate on your site that are not run by the school, or that you consider to be separate entities not covered by your school pay policy?*  
- See above
11. *If so have the organisations who run those clubs (to your knowledge) implemented the Local Living Wage, referred to in Question 1, for their staff?*

*I hope you will not find the provision of this information onerous. I would appreciate a response within the statutory 20 working day period. I would request the response is by e-mail to this address – thereby avoiding any copying or postage costs.*

Ray McHale

Secretary – West Cheshire Trades Union Council

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