



Real Living Wage Policy

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The national minimum wage (NMW) was introduced in April 1999. The national living wage (NLW) was introduced in April 2016. These amendment regulations set minimum hourly wage levels, protecting low-paid workers while providing incentives to work. All increases are in line with the Low Pay Commission's recommendations to the government. The new rates came into force on 1 April 2022.

C-Learning ensures that wages for all staff and those of contractors who regularly work with the company will never be lower than the independent benchmark set by the Living Wage Foundation.

The Real Living Wage (RLW) is an hourly rate of pay set independently by the [Living Wage Foundation \(LWF\)](#) and updated annually in November each year. The rate is calculated annually by the Resolution Foundation and overseen by the Living Wage Commission, and is based on the best available evidence about living standards in London and the UK (<https://www.livingwage.org.uk/calculation>). The RLW was previously known as the Voluntary Living Wage (VLF)

In line with the Low Pay Commission's recommendations on the National Living Wage and National Minimum Wage rates from April 2022.

<https://www.gov.uk/government/publications/minimum-wage-rates-for-2022>

The NLW and NMW rates from 1 April 2022 are:

	Rate from April 2022	Current rate (April 2021 to March 2022)	Increase
National Living Wage	£9.50	£8.91	6.6%
21-22 Year Old Rate	£9.18	£8.36	9.8%
18-20 Year Old Rate	£6.83	£6.56	4.1%
16-17 Year Old Rate	£4.81	£4.62	4.1%
Apprentice Rate	£4.81	£4.30	11.9%
Accommodation Offset	£8.70	£8.36	4.1%