

Our ref: BCCKICKSTART

14 July 2021

Dear Headteacher/Principal

Birmingham City Council Kickstart Governance

You may well be aware of the government's national Kickstart scheme designed to provide minimum wage salaried positions to unemployed 16–24 year olds as part of the national response to the pandemic.

We are appreciative of the strong interest by local schools for supporting an inclusive economic recovery by recruiting young people for this government programme. To assist your planning in this area we are responding below to a number of queries raised by maintained schools in relation to policy, resourcing and alignment with the council's commitment to paying the Real Living Wage since 2012.

This programme has developed at pace and BCC seeks to be clear on a number of key points for its maintained schools:

- 1. BCC's Real Living Wage pay policy must be adhered to for Kickstart placements where salary is paid via BCC payroll.**
- 2. BCC has committed to paying for 50 placements to be topped up to Real Living Wage, a cost of between £1,000 and £3,000 per young person, depending on their age (because the government's payment to cover Minimum/National Living Wage varies depending on the age of the young person between the ages of 16 and 24). This top-up budget is now allocated.**
- 3. If maintained schools have the budget to top up to Real Living Wage, and BCC has agreed in writing for the specific arrangements through its own Kickstart Gateway, direct with DWP, or with another Kickstart Gateway, then these Kickstart placements may proceed.**
- 4. If maintained schools do not currently have budget to top up to the Real Living Wage, unfortunately the Kickstart placements cannot be progressed until funding is sourced.**
- 5. Schools outside of the BCC maintained system can proceed according to their own pay policy. BCC recommends the Real Living Wage is adopted to provide fairest pay for all employees.**

BCC is exploring additional funding sources for a further top-up fund. If this is successful BCC will consider reimbursement for maintained schools that have proceeded using their own funds in the interim.

If you have any queries please contact tara.verrell@birmingham.gov.uk

Yours sincerely

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