

Equal Pay Policy Statement

South Ayrshire Council is committed to the principle of equal pay and grading for all our employees and aim to eliminate any gender, disability and racial bias and any other form of discrimination in our pay and grading systems.

The Council recognises that people in the workforce should receive equal pay for work of equal value and that this principle is enshrined in both UK and European law.

This Equal Pay Statement sets out our approach to ensuring equality of pay.

In accordance with the national single status agreement, South Ayrshire Council evaluated all relevant jobs using the jointly recommended objective, analytical job evaluation scheme and the relative values were applied through the Council's pay and grading model to Local Government Employees and Craft Workers in 2009.

This Equal Pay Policy Statement is based on the key principles of equity, equality, inclusion, engagement, partnership, transparency and shared responsibility.

Aims

We are committed to ensuring equal pay structures for all our employees and will continue to:

- Conduct regular equal pay audits to monitor the impact of our pay and grading structure and eliminate any unfair, unjust or unlawful practices that impact on pay and grading
- Provide training and guidance for those involved in determining pay
- Inform employees of how their pay is determined
- Respond to job re-evaluation requests in line with our policy on Job Re-evaluation and in accordance with the Statutory Code on Equal Pay
- Consult with the recognised trade unions, as appropriate
- Publish progress reports on the implementation of this Equal Pay Policy Statement in compliance with the Equality Act 2010.
- Publish our gender, disability and race pay gaps annually in line with EHRC guidelines.
- Monitor the concentration of women in particular roles (occupational segregation usually characterised by lower levels of pay and grading than in those numerically dominated by men)
- Monitor the race, disability, and gender distribution of our workforce at different grades, and whether they are full or part-time employees

Legislation

This Equal Pay Statement was produced in accordance with the Equality Act 2010 and the statutory code on Equal pay. This Equal Pay Policy Statement contains principles that are underpinned by council policies, guidance, Codes of Practice, the council's equality policy and national schemes such as those from the Scottish Negotiating Committee for Teachers (SNCT).