

# **NORTH AYRSHIRE COUNCIL**

## **EQUAL PAY STATEMENT**

### **1. Introduction**

This Equal Pay Policy Statement sets out how the Council will comply with the legal duties set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

### **2. Statement of Commitment**

North Ayrshire Council is committed to the principal of equality of opportunity in employment for all our employees and aims to determine pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like work, work rated as equivalent and work of equal value. This includes equality on the basis of the protected characteristics as contained in the Equality Act, including sex, race, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief and disability.

In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require North Ayrshire Council to:

- Publish gender pay gap information.
- Publish a statement on equal pay and information on occupational segregation between women and men, people who are disabled and those who are not, and people who fall into a minority racial group and those who do not.

### **3. Objectives**

In line with the General Duty of the Equality Act 2010, our equal pay objectives are to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality
- Promote equality of opportunity and the principles of equal pay throughout the workforce

### **4. Actions**

North Ayrshire Council will:

- Examine existing and future pay practices for all employees to ensure that they comply with best equal pay practice and current legislation
- Take appropriate action to eliminate pay gaps/differences that cannot satisfactorily be explained on grounds other than a protected characteristic
- Set aside appropriate resources to achieve equal pay

- Use an analytical job evaluation system, jointly agreed with the relevant trades unions, to assess the relative value of local government employee jobs within the Council that determines the allocation of jobs within the relevant pay and grading structure
- Monitor and analyse areas of occupational segregation around sex, disability and race and identify appropriate equalities action and outcomes.
- Provide training and guidance on equal pay for those involved in determining pay and grading matters in terms of job evaluation and new appointments.
- Enable employees to understand how their pay is determined through effective communication and administration of fair and transparent pay systems
- Respond to grievances on equal pay timeously in accordance with our agreed procedure
- Discuss the equal pay policy with trades unions and professional associations as appropriate

## **5. Pay Arrangements**

The Council's workforce is comprised of the following employee groups whose pay and conditions of service are set in different ways and under different national negotiating arrangements. These are as follows: -

- Scottish Joint Council for Local Government Employees;
- Scottish Negotiating Committee for Teachers;
- Scottish Joint Negotiating Committee for Local Authorities Services (Chief Officials).

These national negotiating bodies reach various agreements which are binding on employing authorities but are augmented by local agreements in respect of a range of matters, the most notable of which are conditions of service.

Local Government Employees are covered by a pay and grading scheme, which has previously been agreed at a National Level. The pay system for teachers is as set out in the Handbook of Conditions of Service as agreed by the Scottish Negotiating Committee for Teachers.

## **6. Work-Life Balance and Supportive Practices**

The Council recognises that many aspects of life can have an impact on a person's capacity to engage fully with work, for instance, individuals with caring

responsibilities tend mainly to be women, people with disabilities may need additional support and time throughout the year to help them manage their life/work balance.

To support employees the Council implements a number of supportive practices, guides and procedures, which include –

- Flexible Working Hours;
- Term-time working;
- Compressed hours;
- Career breaks;
- Home working;
- Child Care Vouchers;
- Special Leave to cover emergencies.
- Carer's Leave Scheme

In addition, the Council has implemented Guides on Disability in the Workplace, and Menopause in the workplace and allows employees to take unpaid leave to attend religious and other belief festivals and events.

## **7. Occupational Segregation**

Occupational Segregation is considered as one of the key contributors to creating pay gaps, through both vertical and horizontal segregation -

- Horizontal segregation is where women, minority ethnic or disabled people are clustered into particular types of jobs or areas of work.
- Vertical segregation is where women, minority ethnic or disabled people are clustered within particular grades or levels or seniority.

Equal Pay Audits will report on occupational segregation and actions will be identified with the intention of reducing the level of occupational segregation where it occurs.

More information on our employee statistics in relation to equality and diversity can be found in our [Equality Mainstreaming Report](#).

## **8. Monitoring**

Equal Pay Audits will be carried out every three years.

Actions arising from Equal Pay Audits will be planned and implemented having consulted with the relevant trade unions.

Equality monitoring statistics will be included in the Council's annual equality report.

## **9. Policy Review**

This policy will be reviewed every 3 years in consultation with all relevant stakeholders. The next policy review will be due in April 2024.

## **10. Responsible Person**

Through delegated authority, and on behalf of the Executive Leadership Team, the Head of Service People and ICT is responsible for the design and review of all policy related to pay and benefits.

April 2021