

North Ayrshire Council Equal Pay Statement, Gender, Race and Disability

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 gender, race, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital/civil partnership status, and disability.

North Ayrshire Council understands that the right to equal pay between women and men is a legal right under both domestic and European Law.

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.

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

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, with a particular focus on gender, race and disability
- 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 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 appointments.,
- Enable employees to understand how their pay is determined through effective communication and administration of fair and transparent pay systems
- Respond to equal pay complaints timeously in accordance with our agreed procedure
- Discuss the equal pay policy with trades unions and professional associations as appropriate

Monitoring

Equal Pay Audits will be carried out every three years Actions arising from the Equal Pay Audit will be planned and implemented having consulted with the relevant trades unions.

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

Policy Review

This policy will be reviewed every 3 years in consultation with all relevant stakeholders.

Responsible Person

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