

Equal Pay Policy Statement

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Governance Committee		Date approved	
Review date			

Strategic Alignment
Improving the Council's Resource Base – A Workforce Strategy that is built around the needs of the Council (as a single resource base) to deliver the priority outcomes, ensuring future workforce requirements, new skills and innovative approaches, and succession planning are recognised.

Consultation process		
Stakeholders	Contacts identified for each service	
	<i>Joint Trade Unions</i>	
Distribution		

Change record

Date	<i>28/02/2019</i>	Author	<i>Employee Relations Team, EmployeeRelationsTeam@northlan.gov.uk</i>
Change made	<i>New format</i>		

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1 Introduction

- 1.1 The public sector duty to promote gender equality requires North Lanarkshire Council to develop and publish an Equal Pay Policy Statement on how it is meeting its duty, having due regard to the need to eliminate unlawful discrimination, particularly in relation to employment and pay.
- 1.2 We support the principle of equal opportunities in employment and believe in equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. This applies to men and women; people who are disabled and people who are not; and people who fall into an ethnic minority group and those who do not.
- 1.3 This Equal Pay Policy Statement sets out our approach to ensuring equality of pay in line with legal requirements.
- 1.4 We applied nationally agreed job evaluation schemes which are non discriminatory and objective, to determine the value of our jobs and apply all factors equally to both men and women; people who are disabled and people who are not; and people who fall into an ethnic minority group and those who do not.
- 1.5 This Equal Pay Policy Statement is based on the key principles of equity, equality, inclusion, engagement, partnership, transparency and shared responsibility.

2 Aims

- 2.1 We are committed to ensuring equal pay structures for all our employees and will continue to
- Conduct regular audits to monitor the impact of our pay structure.
 - Provide training and guidance for those involved in determining pay
 - Inform employees of how their pay is determined
 - Respond to grievances on equal pay in accordance with the council's Grievance Policy and the statutory grievance provisions
 - Consult with the recognised trade unions, as appropriate

3 Legislation

- 3.1 This Equal Pay Policy Statement was produced taking into account and incorporating the Equal Pay Act 1970 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. This Equal Pay Policy Statement contains principles that are underpinned by council policies, guidance, Codes of

Practice, the council's equality scheme and national schemes such as those from the Scottish Negotiating Committee for Teachers (SNCT).

4 Scope

- 4.1 Job Evaluation and Single Status are part of a national agreement, (known as the Red Book Scottish Agreement) which we require to put into action locally. It was drawn up between employers and the trade unions representing local government employees in Scotland. Single Status is a collective agreement designed to promote equality and the elimination of discriminatory practices in employment. Compliance with equal pay legislation, in respect of pay and other conditions of employment is a major component of this.

5 Monitoring Arrangements

- 5.1 We will carry out regular monitoring of the impact of our pay practices.
- 5.2 We will consult and plan actions in consultation with employees and trade unions.
- 5.3 Progress reports on the implementation of this Equal Pay Policy Statement will be published a