



Equal Pay Policy Statement 2017

General Introduction

- 1.1. The public sector duty to promote equality requires Clackmannanshire 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. Clackmannanshire Council is therefore committed to developing, maintaining and supporting a policy of equal opportunity in employment and will treat all staff fairly irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Equal Pay Statement

- 1.3. Clackmannanshire Council's equal pay statement is:

"Clackmannanshire Council is committed to the principles of equal pay for all our employees and aims to eliminate any bias in our remuneration/reward packages"

Commitments and Objectives

- 1.4. Clackmannanshire Council will ensure that there are no unfair, unjust or unlawful practices that impact on reward.
- 1.5. Where any inequality may arise, the Council will investigate promptly and ensure appropriate remedial action is taken if required.
- 1.6. In order to achieve our equal pay objectives, the Council will:
 - Ensure that all staff doing work of equal value receive the same level of pay, unless an objective reason exists for any difference;
 - Reduce any identified pay gap;
 - Review organisational pay structures to identify and remove barriers which may result in occupational segregation e.g. monitor our equality profile and encourage under represented groups to apply for posts;

- Ensure recruitment and employment practices promote equality and are free from discrimination;
- Review benefits to ensure all staff have equitable access e.g. pension, occupational sick pay, OH, Counselling;
- Ensure that all staff have fair and equal access to training and development opportunities;
- Work in partnership with Trade Unions.

1.7. In order to achieve our objectives the Council will continue to/will undertake a range of activities:

- Implement a revised pay, grading and benefits structure, which includes a new framework of job families and role profiles;
- Measure the role profiles using a recognised analytical job evaluation scheme and an analytical, systematic and objective mechanism to assess, assign, analyse and allocate current jobs to the new framework;
- Introduce arrangements for the ongoing governance and monitoring of the pay grading and benefits structure and take remedial action where appropriate;
- Gather information on protected characteristics including, but not limited to, race and disability and review to identify potential areas of occupational segregation and take action as appropriate.
- Provide training and guidance for those involved in making decisions about the application of the pay, grading and benefits provisions;
- Inform employees of how these practices work and how their own pay is determined;
- Monitor the uptake of training and development opportunities and improve access to training programmes;
- Analyse complaints and grievances including, pay, harassment, recruitment and training;
- Conduct equality impact assessments on all employment policies;
- Examine the barriers to employees advancing to senior level posts and take positive action to remove them;
- Raise employee awareness of equalities duties for both employment and Service delivery requirements;
- Annually review our reward policy and practice so that trends and any anomalies are identified, investigated and resolved;
- Respond to grievances and other concerns on equal pay as a priority .

2. Complaints and Grievances

- 2.1. Any complaint about a breach of the equal pay policy should, in the first instance, be made to the relevant line manager. If these informal approaches do not satisfy the employee the complaint may be dealt with through the Council's Grievance Procedure.

- 2.2. The Council will work in partnership with the recognised Trade Unions to find resolutions to any legitimate concerns regarding equal pay.

3. Monitoring

- 3.1. The Human Resources Leadership Team will review equal pay audit findings. Statistical information and trends (including the incidence and type of complaints) will be reviewed annually.

