

# Finance and Resources Committee

10.00am, Thursday 07 March 2019

## Policy Statement on Equal Pay

Item number  
Executive/routine  
Wards  
Council Commitments

### 1. Recommendations

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1.1 To approve the Policy Statement on Equal Pay

**Stephen S. Moir**

Executive Director of Resources

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## Policy Statement on Equal Pay

### 2. Executive Summary

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- 2.1 The Policy Statement on Equal Pay is being published to meet the requirement under the Equalities Act 2010 to publish a statement on equal pay every four years and covers the period 2019 to 2023.

The Policy Statement has been written in line with Equalities and Human Rights Commission guidance and includes information on occupational segregation.

### 3. Background

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- 3.1 The Policy Statement on Equal Pay was last published in 2017 in the Progress Report – A Framework to Advance Equality and Rights 2012/17. As part of our commitment to furthering the needs of the general equality duty, we have up-dated Policy Statement on Equal Pay to align with the Equality and Diversity policy and the Gender Pay Gap Report published in the last quarter of 2018.

### 4. Main report

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- 4.1 The information contained in the Policy Statement is based on data as at 31 March 2018, in line with the data contained in the Gender Pay Gap Report. The Policy Statement has been written in line with guidance from the Equalities and Human Rights Commission.

### 5. Next Steps

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- 5.1 The Policy Statement on Equal Pay will be published on the Council web-site in March 2019.

## **6. Financial impact**

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- 6.1 Internal resource has been allocated to follow through on the commitments contained within the Equal Pay Statement.

## **7. Stakeholder/Community Impact**

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- 7.1 The Policy Statement on Equal Pay meets our requirements under the Equalities Act 2010 and outlines our commitment to support equal pay and a culture where there is no unfair discrimination, nor unjust or unlawful practices that impact on pay equality.
- 7.2 All employees of the Council are covered by the content of the policy statement.

## **8. Background reading/external references**

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- 8.1 Equality and Diversity policy
- 8.2 Gender Pay Gap Report

## **9. Appendices**

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- 9.1 Policy Statement on Equal Pay, March 2019