

Equal Pay Statement

April 2013

1. The Highland Council is committed to the principle of equal pay for all its employees and aims to eliminate any sex bias in its pay systems.
2. The Council understands that equal pay between men and women is a legal right under both domestic and European law.
3. It is in the interest of the Council to ensure that it has fair and just pay systems. It is important that employees have confidence in the process of eliminating sex bias and the Council is committed to achieving this through consultation with employees and the recognised trade unions.
4. The Council recognises that gender segregation in the workforce may have an effect on equal pay gaps. The Council is committed to monitoring and analysing areas of gender segregation and identify appropriate equalities action and outcomes.
5. The Council believes that in eliminating sex bias in its pay systems, it is sending a positive message to its employees and the Highland community. It makes good business sense to have fair and transparent reward systems and it also helps the Council to control costs.

6. The Council's objectives are to:

- Identify and eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate remedial action.

7. The Council will publish progress against action plans and review this statement every three years.