

Human Resources  
Goireasan Daonna

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# **Equal Pay Statement 2022**

## **Aithris Pàighidh Co-ionann**



The Highland Council is committed to the principle of equal pay for all its employees and aims to identify and eliminate any bias in its pay systems relating to any of the protected characteristics defined in the Equalities Act 2010.

The Council recognises the specific duty relating to gender, disability and ethnicity.

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 bias and the Council is committed to achieving this through consultation with employees and the recognised trade unions.

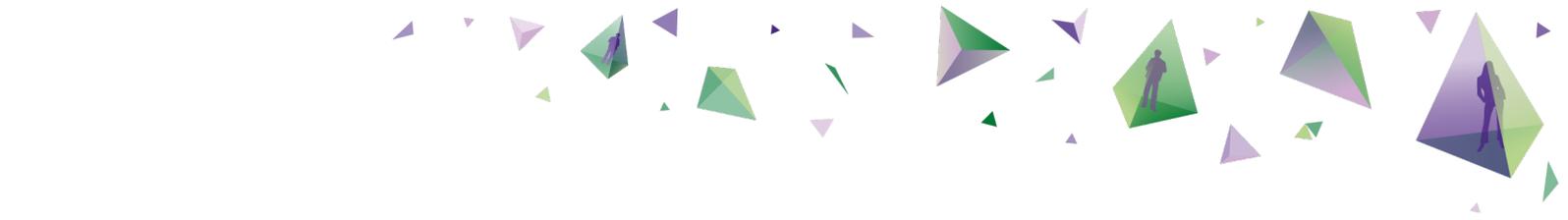
The Council believes that in eliminating bias in its pay systems, it is sending a positive message to its employees and the Highland community. It makes good business sense to have fair and transparent reward systems and it also helps the Council to control costs.

The Council recognises that occupational segregation in the workforce may have a negative effect on equal pay gaps. The Council is committed to monitoring and analysing areas of occupational segregation and implementing actions to address these.

Previous analysis of pay data suggests that the greater availability of part time work in senior grades could have a positive impact on pay gaps. The Council is committed to taking action to achieve this.

**The Council's objectives are to:**

- Monitor gender pay gaps, occupational segregation and the availability of part time and flexible working arrangements.
- Identify and eliminate any unfair, unjust or unlawful practices that impact on pay and take appropriate remedial action.
- Fully integrate the Real Living Wage following recent government guidance for Public Sector resulting in a revised pay and grading model.



**The Council will:**

1. Operate a pay strategy for Scottish Joint Council (SJC) employees that ensures equal pay for work of equal value and single status terms and conditions of employment.
2. Apply the agreed job sizing arrangements for the grades and pay of teachers.
3. Operate a Flexible Working Policy that opens opportunities to all employees across the pay grades.
4. Appoint on merit, properly assessing the abilities of candidates for recruitment and promotion.
5. Take positive action to support employees within underrepresented groups where occupational segregation exists.
6. Provide training and development to support employees to develop their careers where barriers may exist.
7. Develop a culture that supports employees to achieve their full potential.
8. Respond to grievances and complaints to the Council on equal pay related issues
9. Consult and plan actions in line with Engagement and Partnership Framework.
10. Review progress regularly and in accordance with the publication requirements set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

