Equal Pay Statement

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# Introduction

* 1. The public sector duty to promote gender equality requires North Lanarkshire Council to develop and publish an Equal Pay 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.
	2. North Lanarkshire Council supports the principle of equal opportunities in employment and believes in equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation..
	3. This Equal Pay Statement complies with the legal duties under the legislation outlined below and is published in accordance with the legislative timetable.
	4. North Lanarkshire Council in compliance with its obligations in terms of the Scottish Joint Council National Agreement on Pay and Conditions of Service implemented a non-discriminatory and objective Job Evaluation Scheme to determine the value of our jobs and apply all factors equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation..
	5. This Equal Pay Statement is based on the key principles of equity, equality, inclusion, engagement, partnership, transparency and shared responsibility.

# Aims

* 1. North Lanarkshire Council are committed to ensuring equal pay structures for all our employees and will continue to:
* Ensure that all staff doing work of equal value receive the same level of pay through the use of an analytical job evaluation scheme for Local Government Employees and job sizing for Teaching staff.
* Conduct regular equal pay audits to monitor the impact of our pay structure and put in place measures to reduce any identified occupational segregation and pay gaps.
* Ensure recruitment and employment practices promote equality and are free from discrimination.
* Provide training and guidance for those involved in reviewing and determining pay.
* Inform employees of how their pay is determined.
* Respond to grievances on equal pay in accordance with the council’s Grievance Policy.
* Inform and consult with the recognised trade unions, as appropriate.

# Legislation

* 1. This Equal Pay Statement was produced taking into account and incorporating the Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
	2. This Equal Pay 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) and Scottish Joint Council for Local Government Employees (SJC).

# Job Evaluation and Single Status

* 1. Job Evaluation and Single Status are part of a national agreement, (known as the Red Book Scottish Agreement) which are 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.

# Monitoring Arrangements

* 1. North Lanarkshire Council will carry out regular monitoring and assessment of the impact of our pay practices.
	2. North Lanarkshire Council will consult and plan actions in consultation with employees and trade unions.
	3. Publish progress reports on the implementation of this Equal Pay Statement.