



EQUAL PAY POLICY STATEMENT

Title	Equal Pay Policy Statement
Who should use this	All Staff
Author	SAC/Adapted by AVJB
Approved by Management Team	20 February 2018
Approved by Joint Board	
Reviewer	Office Manager
Review Date	January 2021

Review History

REVIEW NO.	DETAILS	RELEASE DATE
1	NEW	JANUARY 2018
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1. Introduction

Ayrshire Valuation Joint Board supports the principle of equal opportunities in employment and in this respect is committed to ensuring that all staff regardless of age, race (including nationality, ethnic or national origin), disability, sexual orientation, gender (including staff who have undergone gender re-assignment), marital or civil partnership status, pregnancy or maternity, religion or belief and non-belief, receive equal treatment.

A fundamental aspect of this is that staff should receive equal pay¹ for work of equal value. The Board recognises that equal pay between men and women is a legal entitlement and furthermore is committed to ensuring equal pay across all characteristics within the entire workforce.

In accordance with the national single status agreement, the Board has adopted the 3rd Edition of the Job Evaluation Scheme which has been Equality Impact assessed for implementation across Scottish Councils and endorsed by the Scottish Joint Council for Local Government. Annual pay increases are nationally agreed and the Board reserves the right to review and amend its pay policy at any time as required.

2. Equal Pay Statement

The Board is committed to the principle of equality of opportunity for all staff. It recognises the importance of, and is committed to, providing a fair, objective and transparent pay system which is free from gender bias. In the interests of equity and fairness, the Board is committed to taking action to ensure that it provides equal pay for like work, work of equal value and work rated as equivalent.

3. Relevant Legislation

The relevant legislation concerning equal pay is the Equality Act 2010; it replaces previous legislation on equal pay including the Equal Pay Act 1970, the Sex Discrimination Act 1975, and the equality provisions in the Pensions Act 1995. The rights under the Equality Act 2010 apply to all employees of the Board whether full or part-time, on a temporary, fixed term or permanent contracts.

4. Objectives

To put this commitment to equal pay into practice, the Board will:

- a) Maintain a systematic job evaluation scheme which is transparent, based on objective criteria and free from unfair bias and incorporates the principles of equal pay;
- b) Inform employees of how their pay is determined;

¹ Pay is defined in its broadest sense to include financial rewards e.g. basic pay, overtime and allowances plus pay related benefits such as pensions

- c) Carry out regular workforce monitoring and equal pay audits and publish progress reports on the implementation of this Equal Pay Policy Statement in compliance with the Equality Act 2010;
- d) Take appropriate remedial action to resolve any identified issues from workforce monitoring and equal pay audits;
- e) Provide training and guidance for those involved in decisions about pay;
- f) Respond promptly to any complaints relating to equal pay.