

GLASGOW CITY COUNCIL
Equal Pay Policy Statement 2017-2020
Non-Teaching & Teaching Employees

The Council is committed to ensuring equal pay and to achieving the commitments of our attached Equal Pay Policy Statement.

The Council is currently in negotiations aimed at resolving the mass equal pay claims which have been presented against it. The Council is also engaging with recognised trade unions and other claimant representatives to carry out the work necessary to achieve an Equality Act compliant Job Evaluation scheme and pay structure. We will update this statement and any future activities when outcomes are reached.

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Glasgow City Council supports the principle of equal opportunities in employment for all roles including non-teaching and teaching and believes that male and female employees should receive equal pay for equal work.

We understand that equal pay between men and women is a legal right under both domestic and European Law and that The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 covers race and disability

The Council recognises that in order to achieve equal pay it must have a pay, grading and benefits structure that is transparent, flexible, based on objective criteria and free from bias.

The Council understands that to deliver equal pay for its employees it is also necessary to consider all of the causes of the gender pay gap and that these go beyond discrimination within pay systems. We recognise that our training and employment practices can impact on men, women, disabled employees and those employees from an ethnic background, in different ways. We are committed to tackling gender-segregation both horizontally and vertically in occupations across the Council and providing an environment that promotes equality of opportunity by removing incidents of stereotyping about skill and capabilities, by changing the culture associated with different jobs, removing barriers to accessing training courses and apprenticeships and promoting a healthy work-life balance.

We will continue with our objectives to achieve equal pay and address the gender pay gap in employment include:

- Ensuring that men and women doing equal work receive the same level of pay, except where a difference is justified by a non-discriminatory material factor.
- Reducing the gender pay gap for both full-time and part-time employees.
- Reducing horizontal occupational segregation.
- Having a workforce in which women and men are represented at all levels.
- Increasing the number of female employees who make up the top 5% of earners.
- Increasing the number of men and women who choose flexible working options.
- Ensuring that transsexual people have confidence in our employment practices.
- Having recruitment and employment practices that promote equality and are free from discrimination.
- Increasing the number of women who successfully apply for promotion.
- Ensuring all employees have fair and equal access to training and development opportunities.

In order to achieve our objectives we will undertake a range of activities including: -

- To introduce an Equality Act compliant job evaluation scheme and pay & grading structure.
- Once introduced, to ensure ongoing governance and monitoring of the pay & grading structure and take remedial action where appropriate.
- Provide training and guidance for those involved in making decisions about the application of the pay, grading and benefits provisions.
- Inform employees of how these practices work and how their own pay is determined.
- Identify where there is occupational segregation and where possible take positive action to reduce it.
- Publish information about both vertical and horizontal occupational segregation and where possible take positive action to reduce it. [See details here.](#)
- Monitor and review occupational segregation data on a regular basis.

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- Monitor the uptake of training and development opportunities and improve access to training programmes.
- Introduce a mechanism for routine sampling to be undertaken across the recruitment processes, for analysis of all protected characteristics as defined in the Equality Act to identify any issues and take appropriate action.
- Analyse complaints and grievances including, pay, harassment, recruitment and training across all protected characteristics as defined in the Equality Act to identify any issues and take appropriate action.
- Conduct impact assessments on all employment policies.
- Examine the gender, race and disability barriers to employees advancing to senior level posts and where possible take positive action to remove them.
- Raise employee awareness of equalities duties for both employment and Service delivery requirements.
- Continue to develop our Lean in Women's Employee Peer Support Network.

Glasgow City Council will continue to actively consult with Trade Unions on all employment matters including equalities, will report annually on its progress and review its Equal Pay Policy Statement every four years.

The Council's Corporate Management Team (CMT) led by the Chief Executive, including, Executive Directors and Service Directors are responsible for implementing, monitoring and reviewing the operation of the Policy across the Council and ensuring that due consideration is given to the resources required to achieve equal pay.