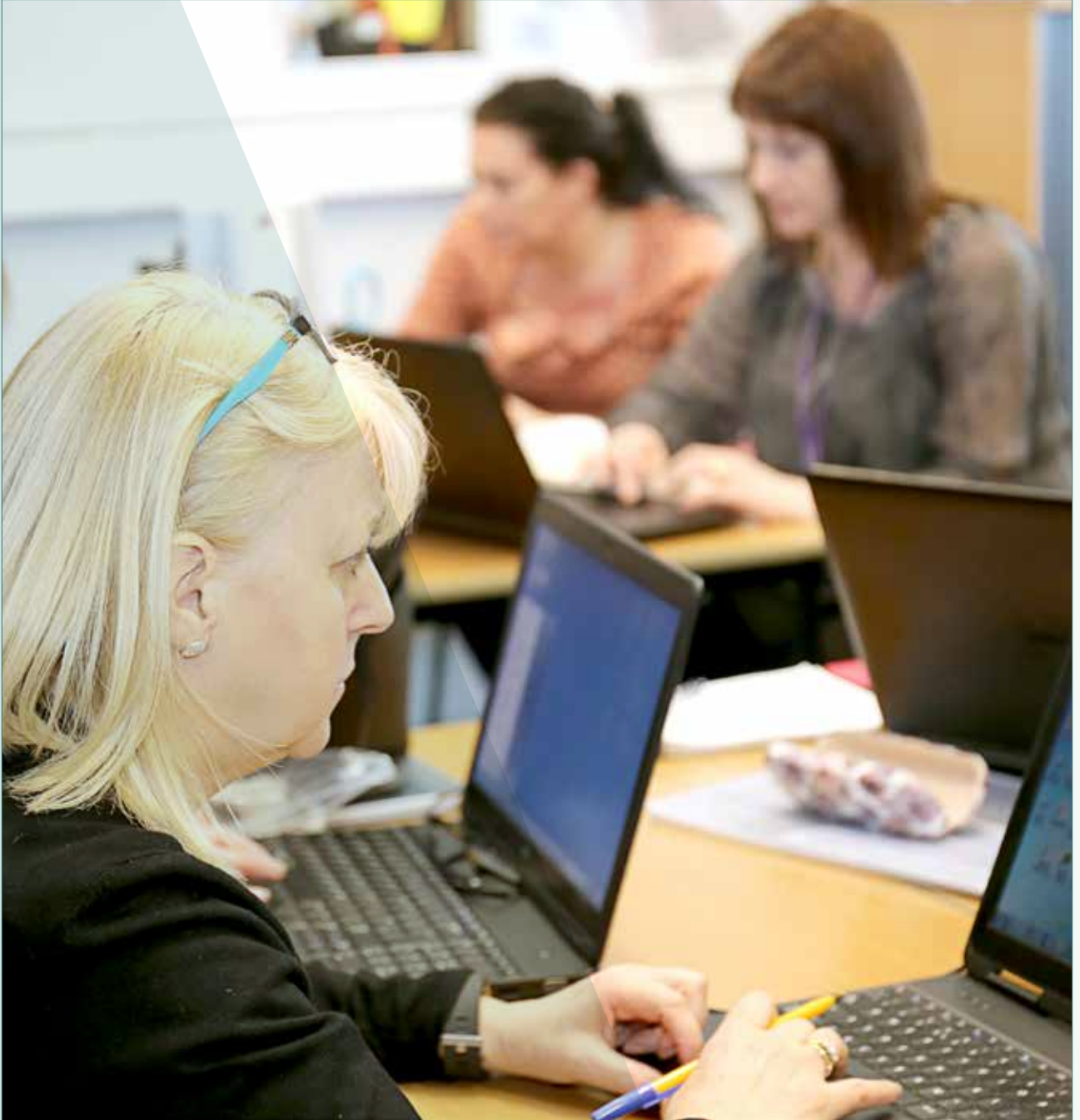




EQUAL PAY STATEMENT AND POLICY: 2017





Statement

North East Scotland College is committed to the principle of equal pay for work of equal value for all its employees. The College believes that staff should receive equal pay for work that is rated as equivalent and of equal value regardless of: age; disability; ethnicity/race; gender reassignment; marital/civil partnership status; pregnancy; religion or belief (including no religion or belief); sex (gender); sexual orientation.

Definitions and Legislative Framework

The law relating to equal pay is governed by the Equality Act 2010, including the (Specific Duties) (Scotland) Regulations 2012.

“Work rated as equivalent” is defined as work which has achieved the same/or similar number of points under the College job evaluation scheme.

“Work of equivalent value” is defined as work which is not similar but is broadly of equal value under headings such as skills and decisions when compared using the College job evaluation scheme.

Objectives and Values

Our objectives are to eliminate unfair, unjust and unlawful practices and to operate fair and just remuneration practices for staff across all protected characteristics. We will monitor pay statistics annually and take appropriate remedial action should the need arise.

The College has implemented a transparent pay and grading system and uses the FEDRA job evaluation system (specifically designed for the FE and HE sectors) to ensure that our grading and pay outcomes are equitable and free from bias.

To ensure a fair system of pay, the College works in partnership with recognised staff representatives and consults with the Local Joint Negotiating Committees. The College has signed the National Recognition and Procedures Agreement and as such will abide by the outcome of National Collective Bargaining.

The values of the College are embedded in its Equality & Diversity Policy and are implemented via the College's Equality Outcomes. The College will work to reduce any horizontal and vertical occupational segregation and gender pay gap which currently exist, by means which are detailed in its Equality Outcomes.

Complaints

The College commits to responding promptly to any grievances or complaints on Equal Pay.

Responsibilities

The College's Senior Management and Board have a responsibility to promote an ethos and culture that reflects the commitments in this statement and policy.

Monitoring and Review

This Equal Pay Statement and Policy will be reviewed and monitored by the Vice Principal HR to ensure that it remains effective

Status	Final
Approved by:	Human Resources Committee
Date of version:	January 2017
Responsibility for Policy:	Vice Principal HR
Responsibility for Implementation:	Vice Principal HR
Responsibility for Review:	Vice Principal HR
Date of equality impact assessment:	December 2016
Review date:	January 2019

Equality Impact Assessment (EIA) Form

Part 1. Background Information. (Please enter relevant information as specified.)

Title of Policy or Procedure. Details of Relevant Practice:	Equal Pay Statement & Policy
Person(s) Responsible.	Vice Principal HR
Date of Assessment:	12/12/2016
What are the aims of the policy, procedure or practice being considered?	Please see the Objectives and Values section of the statement & policy
Who will this policy, procedure or practice impact upon?	The Policy applies to all staff within NESCol.

Part 2. Public Sector Equality Duty comparison (Consider the proposed action against each element of the PSED and describe potential impact, which may be positive, neutral or negative. Provide details of evidence.)

Need	Impact	Evidence
<ul style="list-style-type: none"> • Eliminating unlawful discrimination, harassment and victimisation. • Advancing Equality of Opportunity • Promoting Good relations. 	<p>This Policy provides a framework to ensure that remuneration practices in the College are fair and just for all staff, across all protected characteristics, thus eliminating unlawful discrimination</p> <p>The aim is to take away any negative impact, associated with pay, on anyone with a protected characteristic</p>	<p>Equality Act 2010 compliance</p>

Part 3. Action & Outcome (Following initial assessment, describe any action that will be taken to address impact detected)

Assistance will be given by HR and Management for any reasonable adjustments in applying this Policy

Sign-off, authorisation and publishing	
Name:	Elaine Reid
Position:	Senior HR Business Partner
Signature:	
Date:	12/12/2016
Where will impact be published?	Along with Equal Pay Statement & Policy, as part of Mainstreaming Report