

Equality Impact Assessment (EIA) SUMMARY (Publishing Form)	
Title of Policy/Function/Service:	Equal Pay Policy
Directorate/Department: Service Director:	Chief Executive Department Clair Hepburn Chief Officer Human Resources
Names/ Job titles of Assessors	Erick Ullrich Organisational Development Manager Ian Angus – Human Resources Shared Services Manager Simone Doyle – Equality & Diversity Officer (HR)
Summary of Policy / Service /Function aims:	The purpose of the policy is to state and publicise the Council's commitment to equal pay for work of equal value for all employees, ensuring they are paid fairly and that the Council operates pay and reward systems which are transparent, based on objective criteria and free from bias. The main aim of the policy is to state and publicise the Council's commitment to the principles of equal pay for work of equal value and to enable the management of equal pay at a corporate and service level.
Strands Impacted: Please note: If you leave any box blank in this section you will have decided that your proposed service or function has no impact on that particular strand.	Age x Disability x Gender x Race x Religion or Belief <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Poverty/Social Exclusion <input type="checkbox"/> Health <input type="checkbox"/>
Summary of key issues arising and decisions made	The Policy has a positive impact as the job evaluation methodologies that are applied are about the post and not about an individual; therefore do not discriminate against any particular group. It has been noted however that although there is no impact for the majority of equality groups there are exceptions which have a low impact. Age – due to the council's positive priorities regarding the employment of more Modern Apprentices we do not apply the stipulated Modern Apprenticeship national rate. As a council we pay in accordance with the national minimum wage which is higher. For Gender, due to the nature of the roles typically filled by females and males these posts are graded in accordance with the agreed job evaluation schemes as outlined in the policy. However we are aware of the occupational segregation that exists
Summary of key recommendations	As a requirement for 2017 we will review and monitor current working practices and will carry out an equal pay audit that will include age, gender, disability and race. This will include addressing occupational segregation at both horizontal and vertical levels.
Agreed by Service Director	Clair Hepburn Chief Officer Human Resources

For further information, a copy of the full assessment or if you require this information in an alternative format or language please contact:

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