



# Equal Pay Statement 2023

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This Equal Pay Statement covers all employees of Dumfries of Galloway Council and sets out how the Council will comply with the legal duties set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

## **Statement of Commitment**

Dumfries and Galloway Council is committed to the principal of equality of opportunity in employment for all our employees and aims to determine pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like work, work rated as equivalent and work of equal value. This includes equality on the basis of the protected characteristics as contained in the Equality Act, including sex, race, age, pregnancy and maternity, gender reassignment, marital and civil partnership, sexual orientation, religion or belief and disability.

In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require Dumfries and Galloway Council to:

- Publish gender pay gap information.
- Publish a statement on equal pay and information on occupational segregation between women and men, people who are disabled and those who are not, and people who fall into a minority racial group and those who do not.

## **Objectives**

In line with the General Duty of the Equality Act 2010, our equal pay objectives are to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality.
- Promote and commit to equality of opportunity and the principles of equal pay for work of equal value for all employees.



## **Actions**

Dumfries and Galloway Council will:

- Work in partnership with the Joint Trade Unions and monitor, review and maintain pay and reward systems to ensure they comply with best equal pay practice and current legislation.
- Take appropriate action to eliminate pay gaps/differences that cannot be satisfactorily explained on grounds other than a protected characteristic.
- Use an analytical job evaluation system, jointly agreed with the relevant trades unions, to assess the relative value of local government employee jobs within the Council that determines the allocation of jobs within the relevant pay and grading structure
- Publish, monitor and analyse areas of occupational segregation around sex, disability and race and identify appropriate equalities action and outcomes
- Provide training and guidance on equal pay for those involved in determining pay and grading matters in terms of job evaluation and new appointments.
- Enable employees to understand how their pay is determined through effective communication and administration of fair and transparent pay systems
- Respond to Equal Pay concerns