



EQUAL PAY POLICY STATEMENT

Comhairle nan Eilean Siar is committed to the principles of equal pay for all of our employees. The Comhairle aims to eliminate any bias in its pay systems regardless of gender, race or disability in accordance with the Equality Act 2010, Public Sector Equality Duty and European law.

The Comhairle is committed to conducting pay audits in accordance with The Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016 and taking action based on the results. The Comhairle's Equal Pay Audits and Actions are published on its website.

The Comhairle's objectives are to eliminate any unfair, unjust or unlawful practices that impact on pay and to take appropriate action where necessary.

In particular the Comhairle will:

- Operate the agreed SJC Job Evaluation Scheme ensuring it is consistent, fair and transparent. This includes ensuring those involved in determining pay are appropriately trained and that the necessary procedures are in place for evaluating and reviewing pay.
- Ensure that our grading structure and conditions of service are free from bias.
- Conduct Equal Pay Audits biennially in accordance with legal requirements and ensure a plan of action is in place to address any pay gaps. The Comhairle's Equal Pay Audit's will follow the guidance set out by the Equality & Human Rights Commission and will include details of any occupational segregation.
- Develop and review employment policies ensuring equal pay compliance.