

## SUBMISSION FROM ABERDEENSHIRE COUNCIL

Aberdeenshire Council promotes a policy of equality and access to employment, training and development regardless of gender. The Council pays man and women the same rate of pay for undertaking like work or work of equal value and introduced single status for all with effect from 1 January 2007. The Council has subsequently undertaken equal pay audits to ensure that the pay and grading scheme remains robust and equal; pay proof making any necessary adjustments required to ensure this.

In terms of our statutory performance indicators regarding women in the top 2% and 5% of earners our performance has improved from 42.6% to 49.4% and 57.7% to 60.1% respectively.

In terms of specific initiatives Aberdeenshire Council has run Chrysalis programmes for women which aim to increase confidence and self-esteem in women particularly in relation to employment and career opportunities.

We also have a target of recruiting 50 Modern Apprentices into the workplace which will cover a range of employment opportunities across the organisation which will again be accessible to young people regardless of gender.

Sharon Faulkner  
HR Strategy Manager  
Aberdeenshire Council  
6 February 2013