

SUBMISSION FROM INVERCLYDE COUNCIL

Details of any specific education initiatives aimed at addressing gender segregation in the labour market – for instance, encouraging schoolgirls towards typically male-dominated sectors like science, engineering, technology and mathematics

All curriculum areas are open to male and female pupils, and this includes Skills for Work courses at James Watt College. Each school has an equal opportunities policy which highlights ensuring the curriculum is open to all.

Equality advice notes were given to schools in regard to examples of good practice in regards to addressing gender barriers in work experience and the world of work, sport, dance and other extracurricular activities. Other examples given were around inviting more gender/race role models to come into schools. The aim is to ensure access to all learners to the whole curriculum and extracurricular activities.

Information on how your authority promotes equal pay and how your authority's pay, broken down by gender, reflects that.

Inverclyde Council's Equal Pay Statement is attached which sets out how the authority promotes equal pay.

Along with many other Local Authorities the Council is in the process of settling a number of equal pay claims.

Of the 4022 employees at the Council:

- 3001 are female, 1021 are male
- 1250 of these female employees work full time (42% of female employees) compared to 869 male employees who work full time (85% of male employees)
- The Corporate Management Team are all male (Chief Executive and three Corporate Directors), however at the Head of Service level, there are 7 female Heads of Service and 7 male Heads of Service. The Clinical Director for the CHCP is male.
- When you remove teachers from the list of employees, those classed as managers (team leader grade and service manager grade) 2.6% of all female employees are in a managerial grade, and 7.3% of all male employees are in a managerial grade. (These figures do not include the services managers who are employed by the NHS in the CHCP).

Further work is required to fully investigate how the authority's pay is broken down by gender. This information is readily available, but additional analysis is required to fully show how the Council's equal pay policy is reflected in its pay practice.

Any good-practice examples from within your organisation relating to gender equalities.

Inverclyde's Family Friendly policy has recently been updated, making sure it is up to date and sets out clearly for employees what they are entitled to.

The Council carries out Equality Impact Assessment on proposed budget savings to try to highlight any negative impacts.

We have an example of an imbalance of staff within a service which has led to a change in shift patterns and recent recruitment has enabled the service to now be more gender sensitive- this was also raised through a service user consultation event.

Through the Trade Union side women have been encouraged to take on learning and development activity through, for example, the Pathfinder Project and Return to Learn, which has resulted in women advancing in current roles or having the confidence in taking on more responsibility or becoming more active on issues of interest/ concern to them

A recently launched Leadership and Development Programme for Service Managers has actively ensured that there is equal representation on the course of male and female managers on this cohort even though we have a predominately male lead workforce. We will continue to try to do this until all female managers have had the same opportunity to undertake the programme and gain the same opportunity for promotion to senior posts as they arise over the next 2 -3 years.

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Inverclyde Council
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Human Resources

Equal Pay Statement

Version 2

Produced by:

Policy Development Unit, Human Resources

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INVERCLYDE COUNCIL IS AN EQUAL OPPORTUNITIES EMPLOYER

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DOCUMENT CONTROL

Document Responsibility		
Name	Title	Service
Alex Hughes	OD Team Leader	Human Resources

Change History		
Version	Date	Comments
0.1	25 th September 2007	Approved at Policy & Resources Committee 25/09/07
0.2	4 th January 2013	Updated to reflect new structures and protected characteristics of the Equality Act 2010

Distribution		
Name/ Title	Date	Comments
Ian Fraser, Director of Education & Social Care Paul Wallace, Director of Improvement & Performance Aubrey Fawcett, Director of Regeneration & Resources Neil Graham, Director of Environment & Community Protection	22 nd October 2007	
Stuart Wilson, Head of Corporate Communications & Public Affairs	22 nd October 2007	
Robin Taggart (Unison), Louise Gilmour (GMB), Donald Munro (Unite), Tom Tracey (EIS), George Montgomery (Unite), Alan MacKenzie (SSTA), Joe McLaren (UCATT)	22 nd October 2007	

Distribution may be made to others on request

Policy Review		
Review Date	Person Responsible	Service
January 2016	OD Team Leader	Human Resources

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Policy Statement

Inverclyde Council supports the principles of equal opportunities in employment and believes that all staff, regardless of their gender, race, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital / civil partnership status, ethnic origin and disability should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We believe it is in the Council's interest to ensure that pay is awarded fairly and equitably and proactive steps are taken to address equality issues and pay gaps between men and women. Unless barriers to men's and women's participation in occupations stereotypically dominated by one gender, and to women achieving the most senior posts are removed, then the Council cannot be confident that it is recruiting the most skilled and talented individuals.

We believe, therefore, that we should operate a pay and grading system which is transparent, based on objective criteria and free from bias, on any grounds.

We aim to avoid unfair discrimination, to reward fairly the skills, experience and potential of all employees thereby increasing motivation, loyalty, productivity and effectiveness and to enhance the Council's reputation and image.

The Council uses an analytical job evaluation system to assess the value of jobs and their place in the Council's grading structure. For teachers, promoted posts are subject to job sizing for salary purposes.

Our Objectives

We have one simple objective:

- **To eliminate any unfair, unjust or unlawful practices that impact on pay equality**

Our Actions

In order to put Inverclyde Council's commitment to providing equal pay into practice, we will:

- Continue to work with trade union representatives after implementation of job evaluation and the Single Status Agreement which had developed a new pay and grading model free of sex-bias.
- The new Pay & Grading model introduced at Single Status is based on the national Job Evaluation scheme which was then applied locally following an equality impact assessment by a national expert.
- Pay and Grading and Allowances and Conditions of Service were all looked at for equality implications by the expert at that time. We will also be undertaking a further review in 2013.
- In partnership with trade unions, implement regular equal pay reviews in line with EHRC guidance for all staff, to identify any pay gaps and their causes.
- Assess and review the findings of the equal pay review and take action to address the gaps identified.
- Provide training and guidance for those involved in determining pay and benefits.
- Inform employees of how these practices work and how their own pay is determined.
- Respond to grievances on equal pay as a priority.
- Monitor pay statistics annually.

Responsibilities for Delivering the Policy

The Council's Head of Education is the Corporate Management Team lead officer for monitoring and promoting equality across the Council and ensuring the delivery of the Council's Equality Outcomes. The Head of Organisational Development, Human Resources and Communications is responsible for meeting equalities duties in respect of employment and equal pay. He will be responsible for ensuring the commitments made in this policy are implemented.

Complaints

Complaints or enquiries about equal pay should, in the first instance, be made to the relevant line manager, or Head of Service. If, however, the member of staff feels that this is inappropriate he/she may contact Human Resources, who will

deal with the enquiry confidentially. If these informal approaches do not satisfy the employee they may submit a formal written grievance to the Head of Organisational Development, Human Resources and Communications, which will be dealt with in accordance with the Council's *Grievance Policy and Procedure*.