

SUBMISSION FROM PERTH AND KINROSS COUNCIL

Information on how PKC promotes equal pay and how our equal pay, broken down by gender, reflects that.

And

Good practice examples relating to gender equalities.

- 1 The Council introduced an Equal Pay Policy in 2007. This sets out the Council's five commitments to Equal Pay which are;
 - The principle of equal pay for work of equal value for all employees and to address any differences between the pay of men and women that are related to gender.
 - To operate a fair and just pay and reward systems which are transparent, based on objective criteria and free from bias.
 - To carry out annual equal pay audits for all employee groups to monitor the application of the Equal Pay Policy.
 - To regularly review our pay and reward systems, to eliminate any bias including taking appropriate measures to ensure fair promotion, development opportunities, and tackle occupational segregation.
 - To work in partnership with the recognised Trade Unions to ensure that employees have confidence in the process of eliminating any bias in its pay and reward systems.

The Equal Pay Policy is currently under review as part of an ongoing programme of review of HR policies. This review will also ensure compliance with the Public Sector Equality Duty in Scotland.

The revised policy and equal pay statement will be published following approval from the Strategic Policy and Resources Committee on 13.2.13.

- 2 The Council carries out regular employment monitoring which is published on www.pkc.gov.uk. In addition, the Council gave a commitment in 2012 to take positive action to seek to address occupational segregation and in particular in jobs with 10 or more job holders. Steps currently being taken are;
 - A leaflet (and interactive version) for use in recruitment and with community groups is being finalised following consultation with Services. It is expected that this will be published early in the New Year.
 - The Council's commitment to gender workforce diversity is published in the Council's micro site within www.myjobscotland.gov.uk.
 - A hyperlink to the Equality and Human Rights Commission (EHRC) guidance on [Positive Action in Recruitment](#) has been added to the Council's micro site within www.myjobscotland.gov.uk to raise awareness to potential job applicants.

- Our internal processes have been revised to encourage managers to consider occupational segregation before a job is advertised. Where appropriate a statement is now added to advert to raise awareness and to try to encourage potential applicants to consider applying for jobs traditionally carried out by the opposite sex.
- The gender profile of multi-occupancy jobs and guidance for managers have been published on the Council's intranet site so that managers can consider this when drafting the job advert on www.myjobscotland.gov.uk

Ongoing monitoring and reporting takes place at six monthly intervals and includes an assessment of the effectiveness of any positive action undertaken, i.e. impact on the profile of applicants, recruitment appointments, and ultimately the workforce profile.

- 3** The Council introduced annual Equal Pay Audits in 2007 and has incrementally widened the scope of these to now cover all employee groups, i.e. Single Status, Teachers, Craft and Chief Officers and the protected characteristics of gender, age, race and disability.

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