

## SUBMISSION FROM RENFREWSHIRE COUNCIL

I would respond to each of the questions raised in your correspondence as follows:

### **1. 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.**

Renfrewshire Council is an equal opportunities employer and welcomes and supports applications for employment opportunities from all areas of our community and beyond. We ensure our communications and job adverts are clear that all opportunities are open to both genders.

All of our schools encourage pupils to aim to best they can be and to strive to follow whichever vocation they aspire to, irrespective of gender.

There are a number of initiatives which support employment generally. These include our very successful, The Recruit programme, which is a 10 week recruitment and employability programme run by Renfrewshire Council based on the hit BBC programme 'The Apprentice'. Targeted at school leavers and young unemployed, the competition for local jobs is based on the young people demonstrating three key things: performance; potential and motivation. The Recruit stretches individuals and tests their skills, innovation and teamwork at every opportunity. The participants work in mixed gender teams to complete a series of tasks across a range of occupational areas. A sizeable number of the participants have been successful in gaining job opportunities as a result of the programme. With all opportunities, irrespective of occupational area, open to applications from both genders.

Two of our schools are also piloting the pursuit of SQA accredited Employability Awards, with the expectation this will be rolled out across all High Schools from August 2013. This includes visits and discussions with a range of local businesses and employers. Our own Modern Apprentice Programme Team have worked closely with the schools and senior pupils involved to encourage female applications for traditional craft apprentices and male applications for our office based programmes, to minimise gender stereotyping of these occupational areas.

A number of our services also offer student placements to both school and further education students. This includes female students being offered placements in typical male-dominated sectors. e.g. we currently have a female student working within our roads section..

### **2. Information on how your authority promotes equal pay.**

We have in place a pay and grading model which reflects the single status agreement and ensures all employees are paid the appropriate rate for their post, irrespective of gender. This was agreed through consultation with all recognised trade unions, to ensure that jobs of a similar nature across the organisation were similarly remunerated.

We also have in place a range of measures that support our employees either into, or to remain in employment. This includes a Flexible Working Policy allowing a range of working patterns, which support employees particular needs, including childcare, as well as the opportunity for home or flexible working patterns to be considered and implemented,. We also provide the opportunity for employees to purchase childcare vouchers, and receive appropriate tax relief. All of these opportunities are open to all employees, however they do tend to support female employees more.

### **3. How your authority's pay, broken down by gender, reflects that any good-practice examples from within your organisation relating to gender equalities.**

During the design and implementation phases of our pay and grading model independent equality impact assessments were undertaken. These were conducted by the independent consultant to the COSLA Job Evaluation Consortium and the Scottish Joint Council for Local Government Services. Key comments included within her final report concluded:

"I am satisfied that the proposed Renfrewshire Council grading and pay structure has been developed in accordance with the principles and best practice set out in the COSLA JE Consortium's 'Pay and Grading Guidance'

I am satisfied that the proposed structure:

- has a robust foundation in the application of the SC JE Scheme
- supports the organisational objectives and operational requirements of the Council
- seeks to minimise implementation cost in accordance with the terms of the SJC agreement ensuring no detriment to service provision
- seeks to mitigate the effects of detriment for employees for whom the outcome of job evaluation is that they are 'red-circled'

On this basis I am prepared to endorse the proposed Renfrewshire Council grading and pay structure as both addressing previous pay inequality and being non-discriminatory."

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Renfrewshire Council  
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