

SUBMISSION FROM WESTERN ISLES COUNCIL

The Comhairle takes seriously the need for equality at work and has been working on a number of initiatives to take this forward.

Within Education and Children's Services, labour market intelligence is being used to prioritise opportunities for our young people. A European Social Fund supported project is being implemented in part to address gender segregation in the labour market and to provide opportunities for young women.

The senior phase of Curriculum for Excellence has provided an opportunity for a fundamental review of subject choices and we have just undertaken a survey with all third year students to look at curriculum content to promote equality of opportunity and access.

With regard to equal pay, the Comhairle implemented an equality assessed pay model in 2008 and are committed to undertake a further equal pay audit this year. Equal pay is promoted through our Single Equality Scheme and our continuing use of the Scottish Councils' Job Evaluation Scheme to ensure that new jobs conform to our Equal Pay Model.

It is hoped that when the results of the Equal Pay Audit are available, further initiatives will be considered to address any problem areas that are identified.

Malcolm Burr
Chief Executive
Comhairle nan Eilean Siar
4 February 2013