

EQUAL PAY STATEMENT - 2023

Introduction

Perth & Kinross Council is committed to ensuring equal pay for all employees and that our Equal Pay Policy complies with the legal duties under the Equality Act (2010) and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The General Equality Duty of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires the Council to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act (2010).
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This document should be read in conjunction with our [Equal Pay Policy](#) and [Corporate Equalities Policy](#) published on www.pkc.gov.uk.

Equal Pay

Our Equal Pay Policy complies with the legal duties under the Equality Act (2010) and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It sets out how we ensure equal pay. We will;

- 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
- Conduct regular equal pay audits for all employees to monitor the application of the Equal Pay Policy
- Work in partnership with the recognised Trade Unions to ensure that employees have confidence in the process of eliminating any bias in our pay and reward systems.

Headline information on our Pay Gaps (gender, ethnicity and disability) can be found below and in our [Pay Gap Report](#).

Equality Impact Assessments

An equality impact assessment of the Equal Pay Policy is carried out at no more than three yearly intervals. This includes an assessment for the protected characteristics of sex, race, disability, age and analysis of sex/age bands combined.

We also carry out an Equality Impact Assessment on the introduction of new policies, processes or strategies or significant change to existing documents. This includes activities such as structural change and employment policies which may have an impact on structure and grade arrangements.

Corporate Workforce Planning

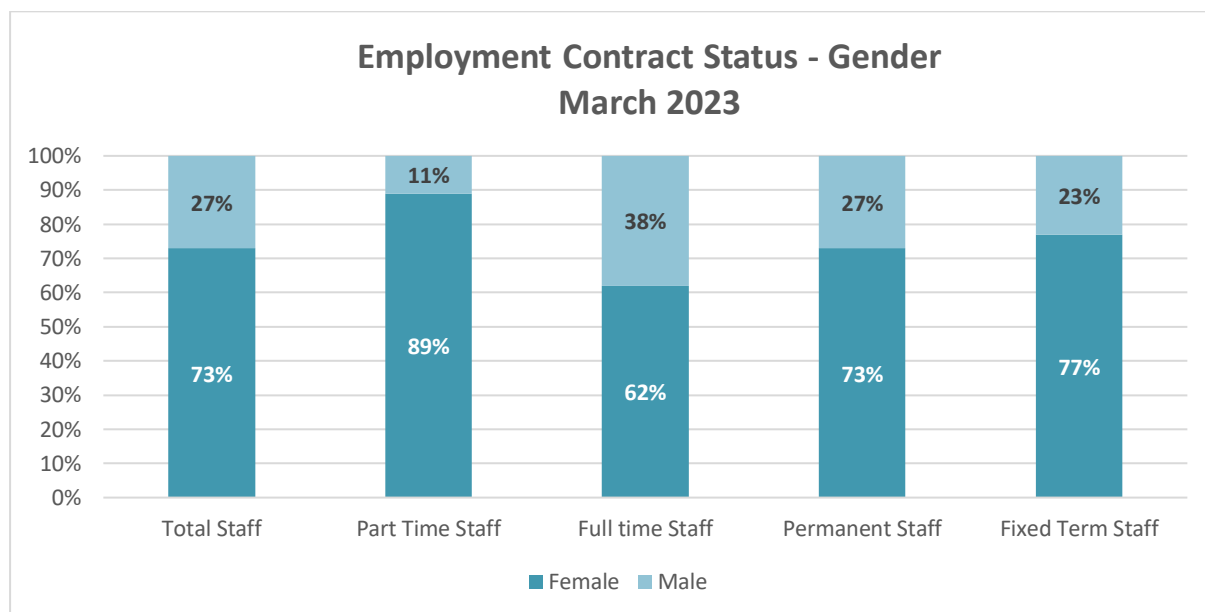
Our corporate workforce plan is developed considering the obligations of the Public Sector Equality Duty detailed above as well as other external initiatives and corporate commitments including those to Disability Confident and the Young Person's Guarantee Employer.

We recognise the importance of promoting equality of opportunity for all through our approaches to career development and succession planning, identifying and nurturing talent

in a fair and robust way and this will be reflected in the updated version of our plan which will be published later in 2023.

Through consideration of the analysis of our workforce data and equal pay audits as well as recruitment activity, we seek opportunities for positive action to promote a positive culture of equality, diversity and fairness across our workforce.

Our workforce continues to be predominantly female and the majority of our part time employees are also female – although as shown below there is a higher proportion of female part time staff than compared to the overall workforce. There is also a slightly higher proportion of female employees working on a fixed term contract basis (77%) than the proportion of the overall workforce.



Job Evaluation

Job evaluation is key in supporting Business Transformation, Service reviews and restructuring. It continues to be the most robust method of providing a foundation for grading structures which satisfy the principle of 'equal pay for work of equal value'; and which are both fair and transparent.

We use the nationally agreed 3rd Edition Scottish Councils Job Evaluation Scheme endorsed by the Scottish Joint Council in November 2015 which was developed to reflect the range of jobs in Councils and support the implementation of the Scottish Joint Council Single Status Agreement. There is a robust evaluation and approval process in place including trained practitioners and an independent job evaluation panel.

Teaching Promoted postholders' in schools are placed on the appropriate salary point as determined by the nationally agreed job sizing procedure for teaching. Where a new post is established or a vacant post is reviewed, the validation process consists of input and agreement with relevant professional officers in HR and Education & Children's Services and teaching trade union representatives of the Joint National Council for Teaching

Gender Pay Gap

Equal Pay Audits on the pay and grading structure are carried out annually for all employee groups, i.e. Single Status, Teachers, Craft Workers and Chief Officers on the protected characteristics of gender, ethnicity and disability.

The Improvement Service introduced a Gender Equality Indicator in 2016/17 which reports on the gender pay gap in Scottish Councils using the average (mean) hourly rate of basic pay. This takes into account differences in the standard working week, i.e. 35 hours for Teaching and 36/37 for Single Status/Craft employees.

In accordance with the Equality and Human Rights Commission guidance this audit also compared the total pay which is the average FTE salary plus other payments; shift allowance, night allowance, overtime, call out, premium payments for public holiday working, standby payments and temporary higher duty payment/acting up allowance.

Gender Pay Gaps – Basic Pay & Total Pay

		All Staff	Single Status	Teachers	Craft	Chief Officers
2016/17	Basic Pay	-0.7%	11%	2.4%	-14.2%	-2.4%
	Total Pay	5.8%	12.8%	2.7%	-14.9%	-2.4%
2017/18	Basic Pay	0.7%	12.8%	2.8%	-2.1%	-2.4%
	Total Pay	6.8%	14.3%	2.5%	2.7%	-2.4%
2018/19	Basic Pay	0.7%	12.1%	4%	-1.8%	-6.2%
	Total Pay	6.7%	13.9%	3.4%	3.4%	-6.7%
2019/20	Basic Pay	-0.7%	11.3%	2.9%	-2.9%	-0.1%
	Total Pay	5.3%	13.2%	2.5%	4.8%	-1.1%
2020/21	Basic Pay	-1.2%	10.8%	2.6%	-3.5%	-4%
	Total Pay	4.7%	12.6%	2.3%	1.5%	-4.2%
2021/22	Basic Pay	-1.1%	9.7%	2.6%	-2.4%	-4%
	Total Pay	4.8%	11.8%	2.3%	4.2%	-5.3%
2022/23	Basic Pay	-0.3%	9.2%	2.6%	-	-4.1%
	Total Pay	4.7%	10.9%	2.5%	-	-5.3%

The median basic pay gap which measures the mid-point of hourly rates paid to males (£18.01) and females (£16.91) is also recorded and in 2023 this was 6% in favour of men. This figure has been consistent since measurement first began in 2018/19.

Further information on gender, ethnicity and disability pay gaps is accessible on the [Perth and Kinross Council website](#).

Further information on the UK and Scotland gender pay gap can be found in the Office for National Statistics [Annual Survey of Hours and Earnings 2022](#) and on the [Close the Gap](#) website.

Occupational Segregation

The council recognises that occupational segregation is one of the key barriers which prevents women and men from fulfilling their potential, and consequently contributes to the gender pay gap.

Horizontal occupational segregation occurs when there is disproportionately high number of one gender by grade as compared to the overall gender workforce profile. Vertical occupational segregation refers to when there are clusters of one gender in a role, for

example caring roles are typically carried out by females and engineering roles are typically carried out by males.

We are committed to tackling gender-based occupational segregation both horizontally and vertically across the Council and providing an environment that promotes equality of opportunity. More information on horizontal and vertical occupational segregation can be found in our [Pay Gap Report 2023](#).

Conclusion

Overall the findings of the most recent Equal Pay Audit remain positive, there was no evidence of discrimination on the protected characteristics of age, disability or ethnicity.

Like other Scottish Councils, the majority of the workforce is female. Occupational segregation has been identified as an issue; actions are being developed and will be implemented and reported on as part of the Council's employment monitoring reporting arrangements.

In order to promote gender equality it is important the workforce distribution by grade and gender is considered in recruitment and any employment or training and development initiatives.

Perth & Kinross Council will continue to work with Services to address horizontal and vertical occupational segregation which influences gender pay gaps.

Review and Accountability

This statement will be reviewed every two years to reflect the latest position arising from Equal Pay audits and to ensure that it reflects any updates to the Equal Pay Policy. The review process will include the involvement of all relevant stakeholders.

The Corporate Human Resources Manager has overall responsibility and accountability for this policy on behalf of the Senior Leadership of the Council.