

Equal Pay Statement – 2026



Introduction

Perth and Kinross Council is committed to following the three key elements of the public sector equality duty as defined in 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 the Council website.

Equal pay

Under the equal pay provisions of the Equality Act 2010, men and women in the same employment who are performing equal work should receive equal pay.

What is equal work?

Jobs that may be entirely different in content might be considered work of equal value when the demands made on the employees doing them are assessed.

Robust and fair job evaluation is the most reliable way of assessing whether jobs are of equal value.

Job evaluation

Job evaluation schemes:

- provide a basis for a grading and pay structure
- provide a means to check and demonstrate there is equal pay for equal work
- evaluate the job, not the postholder(s)
- provide a way of assessing the demands of a job that is as objective as possible

Our job evaluation systems provide a strong and reliable way of comparing roles within the organisation.

At Perth and Kinross Council:

- we use the nationally agreed Third 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 People and Culture, Education and Learning, and teaching trade union representatives of the Joint National Council for Teaching

Equal Pay Policy

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 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 2025 to 2026](#).

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.

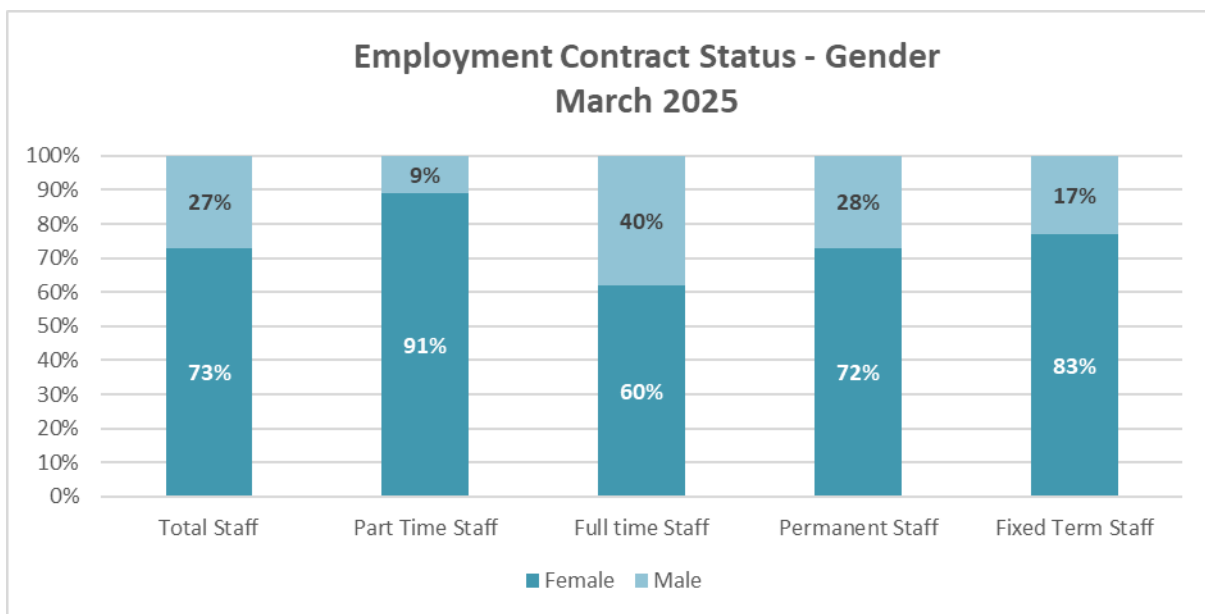
Workforce planning

Our [People and Culture Strategy 2024 to 2028](#) informs workforce planning, and these are 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.

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 91% 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 (83%) than the proportion of the overall workforce.



Gender pay gap

Equal Pay Audits examines the rates of pay for different groups carrying out equal work and pay is analysed on an equal work band (or grade-by-grade) basis.

Perth and Kinross Council carry out annual audits for all employee groups, for example 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 which reports on the gender pay gap in Scottish Councils using the average (mean) hourly rate of basic pay. This considers differences in the standard working week, such as 35 hours for Teaching and 36 or 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 and total pay

Year	Pay	All staff	Single Status	Teachers	Craft	Chief Officers
2016 to 2017	Basic Pay	-0.7%	11%	2.4%	-14.2%	-2.4%
2016 to 2017	Total Pay	5.8%	12.8%	2.7%	-14.9%	-2.4%
2017 to 2018	Basic Pay	0.7%	12.8%	2.8%	-2.1%	-2.4%
2017 to 2018	Total Pay	6.8%	14.3%	2.5%	2.7%	-2.4%
2018 to 2019	Basic Pay	0.7%	12.1%	4%	-1.8%	-6.2%
2018 to 2019	Total Pay	6.7%	13.9%	3.4%	3.4%	-6.7%
2019 to 2020	Basic Pay	-0.7%	11.3%	2.9%	-2.9%	-0.1%
2019 to 2020	Total Pay	5.3%	13.2%	2.5%	4.8%	-1.1%
2020 to 2021	Basic Pay	-1.2%	10.8%	2.6%	-3.5%	-4%
2020 to 2021	Total Pay	4.7%	12.6%	2.3%	1.5%	-4.2%
2021 to 2022	Basic Pay	-1.1%	9.7%	2.6%	-2.4%	-4%
2021 to 2022	Total Pay	4.8%	11.8%	2.3%	4.2%	-5.3%
2022 to 2023	Basic Pay	-0.3%	9.2%	2.6%	-	-4.1%

Year	Pay	All staff	Single Status	Teachers	Craft	Chief Officers
2022 to 2023	Total Pay	4.7%	10.9%	2.5%	-	-5.3%
2024 to 2025	Basic Pay	-0.9%	7.7%	2.8%	-	0.9%
2024 to 2025	Total Pay	3.8%	9.4%	2.7%	-	2.6%

The mean basic pay gap which measures the mid-point of hourly rates paid to males (£23.62) and females (£23.83) this has led to a move in our gender pay gap to -0.9% from 2.1% in 2024.

The recent pay award arrangements have positively impacted the average hourly rate of our female employees in greater numbers, and this has significantly contributed to the swing in our gender pay gap figure.

View further information on [gender, ethnicity and disability pay gaps](#).

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 2025 to 2026](#).

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 our 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.

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 and 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 People and Culture Manager has overall responsibility and accountability for this policy on behalf of the Senior Leadership of the Council.

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