

# Equal Pay Policy Statement

Audit Scotland is committed to promoting and embedding equality of opportunity and diversity in employment. We believe this extends to the way we reward our people and that reward should be awarded fairly and equitably. We are committed to the principle of equal pay for all our employees and aim to eliminate any bias in our reward systems. This includes equality on the basis of gender, race, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital / civil partnership status, ethnic origin and disability.

To achieve equality of financial reward for employees doing equal work, Audit Scotland operates a reward system that is transparent, based on objective criteria and free from bias.

Audit Scotland uses an analytical job evaluation system to assess the relative value of all jobs across our organisation. This provides evidence in support of the allocation of each job within our pay grading structure.

It is important that employees have confidence in our processes so we will continue to work with the recognised trade union, PCS, to ensure equality within our reward policy and practice.

## **Our objectives are to:**

- Ensure that there are no unfair, unjust or unlawful practices that impact on reward.
- Where any inequality may arise, investigate promptly and take appropriate remedial action where required.

## **In support of this commitment to equal pay, Audit Scotland will:**

- Annually review our reward policy and practice (in line with Equal Opportunities Commission guidance) so that trends and any anomalies are identified, investigated and resolved.
- Plan and implement actions in partnership with trade union/employee representatives.
- Provide training and guidance for those involved in determining pay and the job evaluation process.
- Inform employees of how reward practices work and how their own reward is determined.
- Respond to grievances and other concerns on equal pay as a priority.
- Ensure our work in this area is fully aligned with the commitments we have made in our equality and diversity schemes.
- Discuss and agree changes to reward policy with trade union representatives, where appropriate.
- Carry out regular monitoring of the impact of these practices

This policy is owned by the Audit Scotland Board and reviewed by the Human Resources team. It was last reviewed in April 2011 and will next be reviewed in May 2012.