

## Equal Pay Policy

<b>Owned and maintained by:</b>	Human Resources
<b>Date checked/created:</b>	August 2023
<b>Next review date:</b>	June 2025

### Introduction

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 applied fairly and equitably. We are committed to the principle of equal pay for like work, work of equal value and work rated as equivalent under our job evaluation scheme for all our employees and aim to eliminate any bias in our reward systems. This includes equality for all employees regardless of age, disability, gender, gender re-assignment, marriage or civil partnership, maternity or pregnancy, race, religion or belief and sexual orientation.

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 the Watershed HR job evaluation plan which assesses the relative value of all jobs across four areas. 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:

- Review our reward package (in line with EHRC guidance<sup>1</sup> so that trends and any anomalies are identified, investigated, and resolved.
- Plan and implement actions in partnership with trade union/employee representatives.

---

<sup>1</sup>The Equality Act 2010 and Scotland specific duties requires Audit Scotland to publish gender pay gap information every two years and a published statement on equal pay every four years. [Public authorities in Scotland: who are covered by the Specific Duties under the Public Sector Equality Duty? | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com)

- 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.
- Prepare an annual gender pay gap report to identify any differences in the average pay between male and female workers and publish that information on our website.
- 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 reporting.
- Discuss and agree changes to reward package with trade union representatives, where appropriate.
- Carry out regular monitoring of the impact of these practices.

The Equality Act 2010 (Specific Duties) (Scotland)<sup>2</sup> requires us to include information on occupational segregation and equal pay in our equal pay reporting. Our most recent equal pay report can be found on our [website](#).

### **If you have a grievance or concern regarding equal pay**

If your concern relates to your personal position/pay, you can raise a grievance following our Audit Scotland Grievance Policy which can be found on the staff handbook on SharePoint.

If your concern relates to an organisational issue on equal pay and you think we should know about it, you can raise this through our Whistleblowing policy. This policy is primarily for concerns where the interests of others or of the organisation itself are at risk. This policy is also available on the staff handbook on SharePoint.

---

<sup>2</sup> <https://www.legislation.gov.uk/sdsi/2012/9780111016718/regulation/8>