

## Equal Pay Policy

<b>Owned and maintained by:</b>	Human Resources
<b>Date checked/created:</b>	June 2015
<b>Next review date:</b>	June 2019

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 all our employees and aim to eliminate any bias in our reward systems. This includes equality on the basis 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 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:

- Review our reward policy and practice (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.
- 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 reporting.

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<sup>1</sup> The Equality Act 2010 requires Audit Scotland to publish pay gap information every two years.

- Discuss and agree changes to reward policy with trade union representatives, where appropriate.
- Carry out regular monitoring of the impact of these practices

The Equality Act 2010 requires us to include information on occupational segregation between men and women. Our most recent mainstreaming report can be found on our website. This includes analysis by gender and grade.