

inclusive

Eliminating discrimination,
harassment and victimisation;
advancing equality of opportunity
and promoting good relations

A) Gender Pay Gap

Please see appendix 1 Equal Pay Audit Forth Valley College 2016.

The contains information that is relevant for both Gender Pay Gap and Equal Pay.

The audit covers occupational segregation and equal pay issues with various grades including SMT. FVC has made significant progress since 2014 and that is clearly commented on by NGA. The remaining issues can be justified or explained with incremental progression by employees and there are a few changes to make to the pay structure, all of which is mentioned in the report alongwith the actions to be taken. The audit looks at equal pay from a gender, race and disability perspective.

Statement of commitment

Forth Valley College is committed to the principles and intentions of equal opportunities including equal pay for all employees for the same or like work or work rated as equivalent or of equal value. The College strives to eliminate any gender bias or discrimination on the basis of race and disability in its pay and grading structure and recognises that equal pay between men and women, race and disability is a legal right.

As a College in Scotland, we are required to comply with the Public Sector Equality Duty (PSED), as set out in the Equality Act 2010. We are also required to comply with the specific duty on equal pay which requires us to proactively address the causes of the gender pay gap.

It is in the interest of the College to ensure that we have a fair and just pay system. It is important that employees have confidence in the process of eliminating gender bias or discrimination on the basis of race and disability and we are therefore committed to working in Partnership with recognised trade unions (EIS/FELA and Unison) to take action to ensure that we provide equal pay.

The Associate Principal – HR & Operational Effectiveness is responsible and accountable for developments regarding Equal Pay in Forth Valley College.

The College objectives are to:

- Identify and eliminate any unfair, unjust or unlawful practices that impact on pay, and
- Take appropriate remedial action.

In order to put its commitment to providing equal pay into practice the College will:

- Implement regular equal pay reviews in line with appropriate legislation for all current staff and starting pay for new staff (including those on maternity leave, periods of unpaid leave, career breaks or non-standard contracts)
- Consult and continue to work with trade union representatives to provide equal pay
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined
- Set aside the resources necessary to achieve equal pay
- Respond to grievances on equal pay as a priority
- Monitor pay statistics annually

The College has

- Implemented an analytical job evaluation scheme free from gender bias and any detriment or discrimination on the basis of race and disability (in 2006/7). All existing and new College posts

have been (and will be) analysed by trained analysts using this system. We have a systematic and consistent approach to defining the relative worth of each role.

- Undertaken an independent (Northgate Arinso) Equal Pay Audit in June 2009, April 2012, December 2014 and November 2016 and proactively worked to address any recommendations from these audits.

Monitoring and Action Planning

The College Board of Management, Senior Management Team and HR Committee have overall responsibility for monitoring this statement and will ensure it is reviewed and updated as required.

This statement is intertwined with Forth Valley College's Equality Outcomes for 2017 -2021. Our Equality Outcomes and associated actions describe how we will meet our the Public Sector Equality Duty to eliminate unlawful discrimination and harassment, advance equality of opportunity and foster good relations. A key priority as outlined by the Equality Human Rights Commission (EHRC) is to address the causes and consequences of the gender pay gap. Any developments regarding our commitment to Equal Pay and actions taken will be reflected in our progress report which will be produced every two years.

Equalities Impact Assessment (EQIA)

Any changes to, or reviews of, HR or other key College policies and practice which may impact on equal pay considerations, should be carefully monitored and a full equalities impact assessment carried out where required, before any action taken.

An Equalities Impact Assessment on this statement has been completed. As it has been written to fully comply with equality legislation and outline our commitment to equal pay, this statement will not result in a negative or adverse impact on one or more groups in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or other characteristics.

We are interested to know of any possible or actual adverse impact that this statement may have on any groups in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation or other characteristics.

We welcome feedback on this statement - contact:
humanresources@forthvalley.ac.uk