

EQUAL PAY STATEMENT

The Equality Act 2010 and associated regulations require that Tayside Contracts will publish an Equal Pay Statement every four years. This statement is effectively Tayside Contracts' policy on equal pay and has been drafted in accordance with Equality and Human Rights Commission (EHRC) guidance.

Tayside Contracts recognises the need to achieve and promote equality of treatment and opportunity for all employees. Central to this commitment is the principle of equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value. With this in mind, Tayside Contracts will continue to operate a pay system which is fair, transparent, based on objective criteria and free from unlawful bias, and will:

- ✓ continuously review pay practices to ensure that unfair, unjust or unlawful practices are eliminated
- ✓ provide training and guidance for those involved in determining pay
- ✓ promote equality of opportunity and the principles of equal pay throughout the workforce
- ✓ inform employees of how their grades are determined
- ✓ respond to grievances on equal pay as a priority
- ✓ regularly monitor our pay and grading structure and terms and conditions of employment in line with the requirements of the Equality Act 2010.

Tayside Contracts seeks to ensure there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified. One method is through the use of job evaluation mechanisms, which directly establish the relative levels of posts in grades according to the requirements, demands and responsibilities of the role.

An equal pay audit is the most effective way of checking compliance with equal pay obligations and, as such, Tayside Contracts will conduct an equal pay audit every two years. If any unlawful differences in pay are identified, which do not have a valid justification, immediate action will be taken to eliminate the inequality.

This statement is subject to review every two years.

If you require further clarification regarding any aspects of the Equal Pay Statement, please contact the Equalities and Communications Section at communications@tayside-contracts.co.uk