



AYR COLLEGE EQUAL PAY STATEMENT

Equal Pay Statement

Ayr College is committed to the principle of equal opportunities in employment, and, more specifically, that pay should be awarded fairly and equitably. We believe that male and female staff should receive equal pay for work of equal value (other than in circumstances where the difference is due to a material factor, not a difference of sex). And, will ensure that mechanisms to determine pay and conditions of employment for all staff do not discriminate unlawfully and are free from bias.

A right to equal pay between men and women is a fundamental principle of European and domestic legislation.

In order to achieve equal pay, the College will operate a pay system which is transparent, based on objective criteria, and free from gender bias. It is recognised that pay includes pensions, discretionary bonuses, sick pay and other benefits.

This statement outlines the actions that Ayr College has taken to progress equal pay and the arrangements in place to review pay on a regular basis.

Scope

The principle of equal pay applies to all employees of Ayr College, regardless of full-time or part-time status, fixed term or permanent status or length of service.

Responsibilities

The Board of Management, including the Principal, are responsible for ensuring that all employees are treated equitably.

The Assistant Principal, Human Resources and Business Development is responsible for ensuring that the College's employment policies and practices comply with equal pay legislation.

Pay and terms and conditions of service for all employees covered by a collective agreement are negotiated between the College and relevant Trade Union and Employee Representatives.

Progressing Equal Pay

It is recognised that there are three main factors which may contribute towards the gender pay gap: occupational segregation; caring responsibilities and pay & grading structures. The College has made progress across each of these factors as detailed below:

Occupational segregation

- The College has continued to develop, report and evaluate staff equality data to inform action planning at an organisational and operational level;
- All employees of the College participate in an annual development review and have access to CPD opportunities;
- The College has a range of on-line learning packages that staff can access flexibly;
- The College has provided staff with an opportunity to assess their current level of core skills (such as numeracy, communications and ICT) and enhance these through work based activities;
- An Effective Managers Programme is in place for current managers and regular Development Sessions are provided to Supervisors;

- And all recruitment vacancies are advertised internally.

Caring Responsibilities

- The College has a Flexible Working Policy that all employees can access to make a request for a flexible working pattern;
- The College has accommodated flexible working requests made by employees returning from maternity leave;
- The College has an Attendance Policy that all employees can access to request time off for dependants;
- And the College has an on-site Nursery and operates a salary sacrifice childcare voucher scheme.

Pay & Grading Structures

- The College has harmonised the pay and grading structure for middle managers and junior managers;
- The College has removed the bottom three spinal column points from the Support Staff Salary Scale which has increased the hourly rate of the female dominated posts of Catering Assistant and Cleaner.
- And the starting salary for all new employees is determined by the Human Resources Department.

Review of Equal Pay

The College recognises the need to review the gender pay gap on a regular basis and to publish this in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The College will continue to identify any unfair, unjust or unlawful practices that impact on pay and take appropriate remedial action.

The College is committed to consulting with the relevant Trade Union and Support Staff Negotiating Body representatives on actions required to progress equal pay.

Equality Impact Assessments

All College pay policies and supporting processes are subject to Equality Impact Assessment. The College also ensures that impact on equalities is considered as part of strategic and operational planning.