

# Equal Pay Policy

Descriptor	Changes made	Date	Version
Policy first implemented		2013	0.1
Review no.1	Policy review, no changes required.	March 2021	0.2
Review no.2	Policy review, no changes required.	March 2024	0.3
Review no.3			

Related policies	N/A
Name of policy being superseded (if applicable)	N/A
Related policies	N/A
Related SOPs	N/A
Related Guidance	Pay: Salary Setting and Salary Review Guidance Pay Protection Guidance Job Evaluation Guidance
Equality Impact Assessment completed	Yes
Island Community Impact Assessment completed	No
Intended Audience	All Employees
For publication	Internal and external publication
Team responsible for policy	HR
Policy owner contact details (email)	<a href="mailto:Luke.Hopkin@sds.co.uk">Luke.Hopkin@sds.co.uk</a>
Policy due for review (date)	March 2027


<b>Policies should have a clear purpose and perform at least one of the following functions. Please identify all the functions this policy performs.</b>	<b>If statement applies, please mark with an X below</b>
Outline how we allocate limited resources to deliver services or outcomes	
Outline how SDS adheres to legislation, statutory duty etc.	x
Ensure fair and consistent allocation of benefits	
Protect organisational assets, including data	
Define expectations around the employee/employer relationship	
Other (please specify)	


## SDS Equal Pay Policy

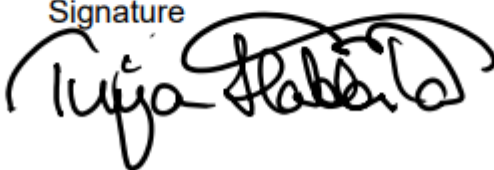
1. Skills Development Scotland is an equal opportunities employer and is committed to ensuring that all employees are treated equally irrespective of:
  - age
  - disability
  - gender reassignment
  - marriage and civil partnership
  - pregnancy and maternity
  - race
  - religion or belief
  - sex
  - sexual orientation
2. SDS recognises that all employees should receive equal pay for doing equal work or work of equal value, in line with the Equality Act 2010. We are committed to continue to work with our recognised trade unions to take action to promote and implement equal pay. SDS is also committed to operating a pay and reward system which is transparent, based on objective criteria and free from bias and we will continue to work towards reducing any equal pay gap.
3. To support the commitments under this policy, SDS will:
  - review existing and future pay practices for all employees to ensure that they are objective and comply with best equal pay practice;
  - carry out regular monitoring of the impact of these practices;
  - inform employees of how these practices work and how their pay is arrived at;
  - inform, consult and where appropriate negotiate with our recognised trade unions on progress against these actions.
4. Through this action, Skills Development Scotland will work to avoid unfair discrimination in its pay and reward system and reward fairly the skills, experience and potential of all employees.

## Equal Pay Policy

Policy jointly agreed:

<b>SDS</b>		
Print Name	Signature	Date
Carolyn Anderson		24/03/2021

<b>Unison</b>		
Print Name	Signature	Date
DEREK CHEYNE Derek Cheyne		16/3/21

<b>PCS</b>		
Print Name	Signature	Date
Tinja Hakkila		16/03/21