

SCRA – Equal Pay Statement

1. Our commitment to Equal Pay

- 1.1 SCRA is an equal opportunities employer and all staff should be treated equally irrespective of their sex, marital/civil partnership status, age, race, ethnic origin, sexual orientation, disability, religion or belief, employment status, gender identity (transgender), or caring responsibility. SCRA commits to operating a pay and reward system which is transparent, based on objective criteria and free from bias.
- 1.2 The law gives a woman the right to be paid the same as a man (and vice-versa) for:
- Like Work – two employees doing the same or very similar roles;
 - Work rated as equivalent – different jobs which have been given the same rating as the result of an analytical job evaluation scheme;
 - Work of an equal value – different jobs that the employee claims require a similar level of skill and ability.
- 1.3 As a public authority, SCRA is required to take steps to proactively address gender inequality by first examining the ways in which gender inequality impacts the organisation and its employees. The EHRC makes clear however that a general regard to the issue of equality is not enough to comply.
- 1.4 SCRA has not identified any current patterns or trends that demonstrate that equal pay is a significant issue of concern in our organisation. That said, in order to continue to deliver equal pay and equality of opportunity to our employees and job applicants, we will assess all relevant employment policies and procedures to identify different effects of practices on women and men, and take action to address these. We will capture any initiatives in our next Equality Outcomes report.
- 1.5 Our Equal Pay policy is incorporated into Section 4 of our Equal Opportunities policy and commits SCRA to reviewing equal pay in the development of annual pay awards and to monitor pay regularly in partnership with UNISON.

2. Pay Progression within SCRA

- 2.1 Pay progression within SCRA ranges between one and four years to the maximum of the grade. We will continue to review progression times within the pay structure to ensure they match our expectations to pay the target rate

for the role. Any changes to our pay structures require approval from the Scottish Government and must comply with the pay policy guidance.

3. SCRA policies that support equal pay

3.1 SCRA has number of particular employment policies that support the principles of equal pay and these include:-

- Flexible Working policy
- Compressed hours
- Flexi-time
- Part-time working
- Job sharing
- Term-time working
- Home working
- Mobile working
- Voluntary reduced working time for a specific period
- Career Breaks
- Flexible retirement

4. Women in Leadership

4.1 SCRA is actively taking steps to reduce the barriers to women's progression to more professional and senior roles. A Women into Leadership action plan has been developed that will see the implementation of supportive network across roles and grades to identify what further measures can be put in place to encourage women into more professional and leadership roles.

4.2 SCRA promotes the annual national Women Into Leadership Conference and makes available spaces for staff to attend and bring the learning and ideas back to the newly implemented network.

5. Equalities Ambassadors

5.1 We have appointed Equalities Ambassadors across the organisation who promote protected characteristic and raise the profile of equalities issues within the organisation. Coaching and mentoring opportunities will be provided via implementation of our Workforce Development Strategy.

6. Review of recruitment practices – improving representation of all protected characteristics across all job types and levels.

6.1 To ensure that we attract as wide a pool of applicant as possible, we advertise all our fixed term and permanent roles openly on our Intranet and also use our website, national and specialist recruitment agencies, such as S1Jobs, Indeed jobs and on public sector and academic jobsites. We are further considering how we can include more direct approaches to protected groups and will include these in our recruitment strategy. All our job descriptions, prior to advertising, including newly developed ones have been through the job

evaluation process to ensure that there is equal pay for work of equal value. We carefully review our person specifications for each role we advertise to ensure we remove any essential or desirable criteria that may unintentionally dissuade women from applying for our roles.

- 6.2 Our interview panels can only proceed where a gender balance is achieved and all interview panel members must have been trained on good recruitment practice which includes being fully briefed on their equality responsibilities. Unconscious bias training will be provided to all interview panel members as part of their ongoing training.

7. Review of employment policies and procedures

- 7.1 SCRA plans and annual cycle of review for its employment policies and procedures, including its Recruitment and Selection Policy and Equal Opportunities policy to ensure processes are legislatively compliant, are non-discriminatory and support best practice.
- 7.2 SCRA uses the Hays Methodology Guide approach to job evaluation and has a job evaluation structure in place to support the approach. The process and JE structure will be the subject of an independent health check in 2018 to provide assurances that the structure continues to meet the needs of SCRA.

8. Equality Training

- 8.1 SCRA is a member of the Employers Network for Equality and Inclusion (ENEI) which provides significant training and material supports. SCRA is using this to roll out bite size equality and diversity training focusing on each of the 9 protected characteristics (including unconscious bias training) for staff, Board and EMT members in Spring 2018 with similar training being incorporated into future induction programmes for new starts.

9. Flexible working arrangements

- 9.1 All employees can request different work patterns including flexible work patterns that can help to support better work life balances and individual caring responsibilities. SCRA will aim to design each one so that there is adequate service provision to the children and families we serve.
- 9.2 SCRA operates a flexible working culture and does not endorse presenteeism. It provides staff a flexible working hours scheme where core hours are between 10:00 and 12:00 and 14:30 to 16:00, allowing staff to arrive flexibly between 07:00 and 10:00 and leave flexibly between 16:00 and 20:00.

10. Equality Network

- 10.1 SCRA's Equality Network is well established within the organisation and is chaired and led by the Chair of the Board and Principal Reporter/Chief Executive. The network comprises organisational practitioners, equality ambassadors and representatives from HR, Communications and other Head

Office functions. The network is also open to members of partner organisations so that good practice and information can be shared. SCRA is represented on the NDPB Equality Network which meets at least quarterly. SCRA have invested in a full time Equalities Lead to promote best practice in relations to equality and diversity and incorporate new best practice as advocated by EHRC, equality campaign groups and other network organisations.

11. Conclusion

11.1 SCRA remains committed to the principles of equal pay for work of equal value and will continue to deliver and improve on strengthening pay equality for its staff through its annual pay offers and reviews.

