



SCOTTISH CHILDREN'S REPORTER ADMINISTRATION

# EQUAL PAY STATEMENT

2022

## SCRA – Equal Pay Statement

### 1. Our commitment to Equal Pay

- 1.1 SCRA is an equal opportunities employer and is committed to ensuring that 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), caring responsibility or care experience.
- 1.2 SCRA understands that the right to equal pay between women and men is a legal right in law. In order to achieve equal pay for employees doing the same or broadly similar work, or work rated as equivalent and for work of equal value SCRA is committed to operating a pay and reward system which is transparent, based on objective criteria and free from bias.
- 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 through the analysis, publication and planning of our Gender Pay Gap reports. In line with the General Duty of the Equality Act 2010, our objectives are to:-
  - Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality
  - Promote equality of opportunity and the principles of equal pay throughout the workforce
  - Promote good relations between people sharing different protected characteristics and those who do not in the implementation of equal pay.
- 1.4 SCRA has not identified any current patterns or trends that demonstrate that equal pay is a an 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 continue to equality impact assess all relevant employment policies and procedures to identify different effects of practices on women and men, and take action to address these.
- 1.5 Our Equal Pay Statement 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. What will we do to meet our commitment

- **Continually review the implementation of pay awards**

Pay progression within SCRA ranges between one and four years to the maximum of the grade. We will continue to review the impact of our pay practices for all our employees through transparent negotiation with UNISON. We will inform employees on how our pay practices work and how their pay is determined. Any changes to our pay structures require approval from the Scottish Government and must comply with the public sector pay policy guidance.

- **SCRA policies that support equal pay**

We will review our equal pay statement regularly and continue to develop and assess a broad range of employment policies that support the principles of equal pay ranging from Agile working and Flexible working/Flexi time, to Career Breaks, Flexible Retirement, Job Evaluation, Volunteering and robust support wellbeing policies. As these policies and procedures are reviewed and revised each is subject to our Equality & Human Rights Impact Assessment process, including quality assurance and governance provided by our Equality Review Group. This ensures that our processes are legislatively compliant, are non-discriminatory and support best practice.

- **Working with us**

We are taking positive steps to ensure that we attract as wide a pool of applicants for all our vacancies. We have a policy of open internal recruitment and we advertise all our fixed term and permanent roles on our Intranet. For external recruitment we use our website, national and specialist recruitment media and we are engaging with external organisations to better understand how we broaden our reach and include more direct approaches to protected groups.

All of our jobs have been through our analytical job evaluation process (we currently use Hays Job Evaluation Methodology) to ensure that there is equal pay for work of equal value. Our Job Evaluation Committee meets four times per year and comprises staff from across the organisation, UNISON representatives as well as an external consultant proficient in the application of Hays Methodology. 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, or others, from applying for our roles. We are moving towards a values-based recruitment approach, our values are: supportive; child centred; respectful; and accountable.

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. We have introduced an Agile Working Policy which offers all staff the ability to balance their working week between their office base and their home

SCRA is actively taking steps to reduce the barriers to women's progression to more professional and senior roles. SCRA has developed a Women into Leadership Network which is a supportive network of women or those who identify as women employees across roles and grades. This Network aims to help SCRA identify what further measures can be put in place to encourage women into more professional and leadership roles.

### **3. Conclusion**

- 3.1 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.