

COLWICH PARISH COUNCIL



STAFF HANDBOOK

Equal Pay

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PD106 Equal Pay



Equal Pay – PD106

Revision history

This document was originally written by:

Name	Position	Date
Michael Lennon	Clerk	January 2017

This document version was reviewed by:

Policy Committee

This document version was approved by:

Full Council

Chairman of Council	A. C. Billingsley	September 2018
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Revision History

Version	Issue Date	Document ID	Reason for Change	Section(s) Changed
1	January 2017	PD106-01	Initial Issue	NA
2	09/2018	PD106-02	New Chairman	



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1 Policy Statement

- 1.1** Colwich Parish Council supports the principles of equality and the management of diversity in employment and believes as part of those principles that male and female staff, those from different racial groups and those with and without disabilities should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.
- 1.2** The Council understands that a right to equal pay between women and men is a fundamental principle and is conferred by United Kingdom legislation. We also understand that the Race Relations (Amendment) Act 2000 places a General Statutory Duty to promote race equality and that the Disability Discrimination Act 1995 requires organisations not to discriminate against those with disabilities and that this duty and requirement extends to the provision of equal pay for work of equal value. The regulations on Fixed Term Work, applied from 10 July 2002, aim at preventing fixed-term employees being treated less favourably than similar permanent employees, also include pay as part of their remit.
- 1.3** It is in the Council's interest, and in accordance with good practice, that pay is awarded fairly and equitably.
- 1.4** The Council recognises that in order to achieve equal pay for employees doing equal work we should operate a pay system which is transparent, based on objective criteria and free from bias on the grounds of sex, race or disability.

2 Action to Implement Policy

- 2.1** In order to put our commitment to equal pay into practice we will undertake an equal pay audit.
- 2.2** The Council will examine its existing pay practices for all our employees including part-time workers, those on fixed-term contracts or contracts of unspecified duration, those on term-time only or hourly-paid contracts, and those who are absent on pregnancy and maternity leave.
- 2.3** The Council will carry out regular monitoring of the impact of its practices.
- 2.4** The Council will inform employees of how these practices work and how their own pay is arrived at.
- 2.5** The Council will seek appropriate training and guidance, especially from NALC and SLCC, on how best to arrive at decisions about pay and benefits.
- 2.6** The Council will aim to follow best practice issued jointly by NALC/SLCC.
- 2.7** The Council will ensure that future pay practices comply with legislation and best practice
- 2.8** The Council intends through the above action to avoid unfair discrimination, to reward fairly the skills, experience and potential of all our staff and thereby to increase efficiency, productivity and competitiveness and enhance the organisation's reputation and image.

SIGNED

COUNCILLOR ADAM BILLINGSLEY,
PARISH COUNCIL CHAIRMAN