

# COLWICH PARISH COUNCIL



## PD103 EQUAL PAY

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Parish Centre, St. Mary's Road, Little Haywood, Staffordshire, ST18 0TX  
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## EQUAL PAY

# Equal Pay – PD103

## Revision history

### This document was originally written by:

| Name           | Position | Date         |
|----------------|----------|--------------|
| Michael Lennon | Clerk    | January 2017 |

### This document version was reviewed by:

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| Full Council        | July 2024 |
| Chairman of Council | W Plant   |

### Document Review Schedule:

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## Revision History

| Version | Issue Date   | Document ID | Reason for Change             | Section(s) Changed |
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| 2       | 09/2018      | PD106-02    | New Chairman                  | None               |
| 3       | 10/2021      | PD106-03    | New Chairman<br>Annual review | None               |
| 4       | 10/2022      | PD106-04    | Annual Review                 | None               |
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## EQUAL PAY

### 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 officials, 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 officials being treated less favourably than similar permanent officials, 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 officials 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 officials 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 officials 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 officials and thereby to increase efficiency, productivity and competitiveness and enhance the organisation's reputation and image.

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| <b>SIGNED</b>                                      |  |
| COUNCILLOR WENDY PLANT,<br>PARISH COUNCIL CHAIRMAN |  |