

COLWICH PARISH COUNCIL



PD103 EQUAL PAY

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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

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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	None
3	10/2021	PD106-03	New Chairman Annual review	None
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5	12/2023	PD106-05	Annual review	None
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7	07/2025	PD103-07	Annual review	All
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1 POLICY STATEMENT

- 1.1** Colwich Parish Council (the Council) supports the principles of equality 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. This policy has been written in line with the Equality Act 2010 which reinforces principles conferred in previous legislation including:
 - 1.2.1** The Race Relations (Amendment) Act 2000 which places a General Statutory Duty to promote race equality.
 - 1.2.2** The Disability Discrimination Act 1995 which requires organisations not to discriminate against those with disabilities and that this duty and requirement extend to the provision of equal pay for work of equal value.
 - 1.2.3** The regulations on Fixed Term Work, applied from 10 July 2002, aims 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 to achieve equal pay for officials doing equal work it 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** The Council pays all officials using the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service, known as the Green Book.
- 2.2** In order to put the Council's commitment to equal pay into practice it will undertake an equal pay audit. All roles were assessed and agreed by Council under item 91/23.
- 2.3** The Council will examine its existing pay practices for all its 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.
- 2.4** The Council will carry out regular monitoring of the impact of its practices.
- 2.5** The Council will inform officials of how these practices work and how their own pay is arrived at.
- 2.6** The Council will seek appropriate training and guidance, especially from NALC and SLCC, on how best to arrive at decisions about pay and benefits.
- 2.7** The Council will aim to follow best practice issued jointly by NALC/SLCC.
- 2.8** The Council will ensure that future pay practices comply with legislation and best practice
- 2.9** 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.

SIGNED	<i>W^oPlant</i>
COUNCILLOR WENDY PLANT, PARISH COUNCIL CHAIRMAN	