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<b>Report To:</b>	<b>Policy and Resources Committee</b>	<b>Date:</b>	<b>25 March 2025</b>
<b>Report By:</b>	<b>Head of OD, Policy and Communications</b>	<b>Report No:</b>	<b>PR/08/25/RB/MR</b>
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<b>Subject:</b>	<b>Equality Mainstreaming Report 2025, Progress on Equality Outcomes 2021/25, the Equal Pay Statement 2025 and the Proposed Equality Outcomes 2025/29</b>		

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## **1.0 PURPOSE AND SUMMARY**

1.1  For Decision  For Information/Noting

1.2 The purpose of this report is to present for approval the Equality Mainstreaming Report 2025, progress on delivery of the Equality Outcomes 2024/25, the Equal Pay Statement 2025, and the proposed Equality Outcomes for the period 2025/29. More information is provided in the Appendices.

## **2.0 RECOMMENDATIONS**

- 2.1 It is recommended that the Committee:
- Notes the contents of this report, and
  - Approves the proposed Equality Outcomes 2025/29.

**Morna Rae**  
**Head of OD, Policy and Communications**

### **3.0 BACKGROUND**

- 3.1 The Equality Act 2010 includes the Public Sector Equality Duty which covers the Protected Characteristics of Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation.
- 3.2 The Equality Duty comprises a General Duty and Specific Duties. The General Duty requires the Council to have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by The Equality Act 2010;
  - advance equality of opportunity between people from different groups; and
  - foster good relations between people from different groups.
- 3.3 Due regard means that, during decision making, conscious consideration is given to the three aims of the General Duty.
- 3.4 The Specific Duties require the Council to:
- set specific, measurable Equality Objectives and publish information about our performance on equality;
  - publish sufficient information to show we have considered the three aims of the General Duty across our functions;
  - publish evidence of equality analysis undertaken to establish whether our policies and practices would further, or have furthered, the three aims of the General Duty;
  - gather, use and publish employment information;
  - publish Gender Pay Gap information;
  - publish an Equal Pay Statement; and
  - consider award criteria and conditions in public procurement.
- 3.5 The United Nations Convention on the Rights of the Child (UNCRC) is an international human rights treaty that grants all children and young people (aged 17 and under) a comprehensive set of rights. The UNCRC is the most widely supported human rights agreement in the world. It sets out a series of Articles, in one internationally recognised document, which outline the human rights that children (under the age of 18) should be entitled to. The Council is committed to promoting and upholding the rights of children and young people and aims to translate to a local level the UNCRC and the work of the Scottish Commissioner for Children and Young People.
- 3.6 The Equality Act 2021 requires the Council to publish Equality Outcomes every 4 years. The last set were agreed in 2021, and there is therefore a requirement to agree outcomes for delivery in 2025 onwards. Legislation also requires a Mainstreaming Report to be published every 2 years. This was last undertaken in 2023 and so an updated report is now provided for 2025. The statutory requirements are listed against Inverclyde Council, Inverclyde Education Authority and Inverclyde Licencing Board. For reporting purposes, the licencing information is incorporated within the Council report. The Education Authority related reports are provided to the Education and Communities Committee.

### **EQUALITY OUTCOMES 2021/25 – PROGRESS**

- 3.7 The Council adopted a suite of Equality Outcomes in 2021 to cover the period 2021/25. Attached at Appendix 1 are details of progress made with delivery of the Equality Outcomes 2021/25. It should be noted that some of the actions remain in progress and will continue into the 2025 Action Plan. A number of these were negatively impacted by the legacy of the pandemic.

Key achievements from the action plan and wider relevant initiatives to note include the following:

- Delivery of the new model of combining all relevant funding streams into one Community Grant Fund and ensure that applications are furthering the aims of the Council, advancing equality, and ensuring that funding reaches as many organisations as possible
- We continue to support a Staff Disability Forum, a group that provides a platform for disabled staff, employees who care for disabled dependants and staff with an interest in disability. The Forum provides an opportunity to exchange information, ideas and raise awareness about disability in a confidential and safe space.
- The Community Learning and Development (CLD) Team has continued to expand English for speakers of other languages (ESOL) services
- We have updated a number of Human Resources and Health and Safety policies over the period. These help us to ensure we have modern, supportive and inclusive practices in place for our workforce. Of particular relevance are the Code of Conduct, Grievance, Dignity and Respect at Work Policy and Discipline Policy.
- The HSCP have implemented the Frailty Assessment Tool across all older adult services to improve support for older people in the community
- The Council has focused on anti-poverty initiatives, supported by a £1.05 million fund established in 2021. This has included the Warm Hand of Friendship with 58 community organisations delivering meals, warm spaces and clothing in the winter months. Over 9000 individuals have benefitted with a focus on lone parent families, families with multiple children and older adults.
- The Duke of Edinburgh scheme has a strong presence in Inverclyde and amongst other outcomes, provides valuable experience to young people that can, in turn, positively impact future job prospects. Funding at £120k was agreed in June 2024 to support this provision.
- Access to Community Connectors, GP Community Link Workers and Welfare Rights Officers provides support to enable residents to access services that support their well-being
- The Council has continued to encourage a diversity in its workforce. With a high proportion of employees living locally, there is a strong correlation between Inverclyde demographic and out workforce demographic. Since 2015 through various resettlement schemes, 874 individuals have come to Inverclyde, with 637 settling in the area. They are supported by a range of partner agencies. In conjunction with the Scottish Government a new role of Community Settlement Officer has been established.
- Our updated Recruitment Policy has strengthened our approach to having diversity in recruitment panels and continuing to support the Disability Confident Scheme.

3.8 Appendix 2 contains a breakdown of the employee profile of Council in relation to the Protected Characteristics of Gender; Age; Disability; Ethnicity; Sexual Orientation; Religion or Belief; and Marriage and Civil Partnership Status. It should be noted that, where data in the tables in the Appendix 2 is the equivalent of five or less, the information has been suppressed to protect the identity of the respective employees and potential employees. Additionally, in terms of those data sets, it is not possible to provide any meaningful commentaries on variations in figures.

3.9 The employee profile includes a significant amount of information. This is based on self reported personal information. Some key themes from the profile include:

- Our workforce comprised around 23% male employees, with females making up 76% of our staff. This is similar to the national rates within local authorities.
- In terms of employee age, the highest percentage is within the 50-59 age bracket. This reinforces the importance of succession planning, and all council services have recently updated their succession plans.
- Most of our employees report that they are White Scottish (81%). This correlates with the Census 2022 figures of 91% of Inverclyde's population (91%) stating that their ethnicity was 'White Scottish'. In relation to applications across the reporting years there was a

slight reduction in the percentage of White Scottish candidates. There were increases across other ethnic groups.

- In recruitment processes a consistent percentage of females/males apply, progress to interview and are then appointed. Across the reporting years most applications came from the 20-29 age group. This followed through to the interview and appointment stages. This is encouraging in terms of succession planning.
- We receive a low number of applications from people with disabilities, around 3%. In line with our Disability Confident accreditation there is an increase at the interview stage. Appointment levels then sit at approximately 3%.
- The Pay Gap information is the percentage difference between the hourly pay for people within one group and people in another group, e.g. male/female.
- The Disability Pay Gap levels are 2.02% for 2022/23 and 3.28% for 2023/24. This sits against a UK figure of 12.7%.
- The Ethnicity Pay Gap levels are -8.45% for 2022/23 and -8.22% for 2023/24.
- The Gender Pay Gap figures are 4.38% for 2022/23 and 4.16% for 2023/24. The trend has been reducing year on year – from 10.9% in 2015-16.

### PROPOSED EQUALITY OUTCOMES 2025/29

3.10 The Council is required to devise a set of Equality Outcomes for the four year period from 2025. A consultation on the Equality Outcomes 2025/29 and the Education Equality Outcomes 2025/29 took place 29 January- 12 February 2025. A number of stakeholder groups were invited to participate in the process including Inverclyde residents, Council employees, trade union members, Health and Social Care Partnership service users as well as groups linked to the Community Learning and Development Team.

3.11 A total of 74 individuals responded to the consultation. Respondents were asked to indicate the extent of their support for the following proposed outcomes.

Answer Choices	Strongly agree	Agree	Neither / nor	Disagree	Strongly disagree
Outcome 1: Increase the participation of seldom-heard/under-represented voices in local decision-making processes	36.49%	29.73%	16.22%	13.51%	4.05%
Outcome 2: Improve support for older people in the community	51.35%	33.78%	12.16%	0.00%	2.70%
Outcome 3: Take action to prevent violence against women and girls in Inverclyde	66.22%	21.62%	8.11%	4.05%	0.00%
Outcome 4: Increase the diversity of the Council workforce	16.22%	27.03%	28.38%	16.22%	12.16%
Outcome 5: Improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people	41.89%	40.54%	10.81%	1.35%	5.41%

They were then asked to indicate any other equality issues which should be considered. There were 27 responses. These were across a wide range of themes such as deprivation and

economic inequality, accessibility, violence in communities, young people’s voices and transport. No clear additional outcomes were identified from this feedback.

Based on this the following are proposed as Equality Outcomes 2025/29:

- Outcome 1 Increase the participation of seldom-heard/under-represented voices in local decision-making processes.
- Outcome 2 Improve support for older people in the community
- Outcome 3 Take action to prevent violence against woman and girls in Inverclyde
- Outcome 4 Increase the diversity of the Council workforce
- Outcome 5 Improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people

3.12 A related action plan will be developed, with oversight from the Corporate Equalities Group.

#### 4.0 PROPOSALS

4.1 is recommended that the Committee:

- Notes the contents of this report, and
- Approves the proposed Equality Outcomes 2025/29.

#### 5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO
Financial		X
Legal/Risk	X	
Human Resources	X	
Strategic (Partnership Plan/Council Plan)	X	
Equalities, Fairer Scotland Duty & Children/Young People’s Rights & Wellbeing		X
Environmental & Sustainability		X
Data Protection		X

#### 5.2 Finance

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments

Annually Recurring Costs/ (Savings)

<b>Cost Centre</b>	<b>Budget Heading</b>	<b>With Effect from</b>	<b>Annual Net Impact</b>	<b>Virement From (If Applicable)</b>	<b>Other Comments</b>

### 5.3 Legal/Risk

The devising and publication of this report contributes to the fulfilment of the Council's obligations under The Equality Act 2010.

### 5.4 Human Resources

There are no direct human resources implications arising from this report.

### 5.5 Strategic

This report supports delivery of the Council Plan outcome *High quality and innovative services are provided, giving value for money.*

## 6.0 CONSULTATION

6.1 The consultation approach is detailed in the report.

## 7.0 BACKGROUND PAPERS

7.1 None.

## Corporate Equality Outcomes 2021/25

## Appendix 1

Development Area	Description	Responsible Team	Update	Status
<b>Outcome 1: Increase the participation of seldom-heard/under-represented voices in local decision-making processes</b>				
1.1 Attain LGBT Silver Charter Award status	Achievement of the LGBT Silver Charter Award by LGBT Youth Scotland	Community Learning and Development, Community Safety and Resilience and Sport	This action has been progressed with participants who attend the Clyde Pride Youth Action Group. The action was impacted by the pandemic in terms of the group meeting and support available from LGBT Youth Scotland. The charter is achieved by working through a programme of activity in conjunction with the LGBT Scotland and therefore takes around a year to achieve. This action will continue into 2025-26.	In progress
1.2 Implement Community Grants Fund	Implementation of the Community Grants Fund - Delivery of the new model of combining all relevant funding streams into one CGF and ensure that applications are furthering the aims of the Council, advancing equality, and ensuring that funding reaches as many organisations as possible	Community Learning and Development, Community Safety and Resilience and Sport	Review is complete and new Community Grants Fund established.	Complete
1.3 Learning Opportunities for New Scots	Support for New Scots - Further develop learning opportunities around adult literacy and numeracy for the New Scots who have settled in Inverclyde with the aim of increasing their confidence when accessing goods and services	Community Learning and Development, Community Safety and Resilience and Sport	The Community Learning and Development (CLD) Team has continued to expand English for speakers of other languages (ESOL) services with additional funding from HSCP.	Complete
<b>Outcome 2: Improve support for older people in the community</b>				
2.1 Develop Frailty Assessment Tool	Early intervention and prevention of frailty in older people - Review and develop the use of the Frailty Assessment Tool with the aim of developing multi-disciplinary planning for service users and patients.	Health and Community Care	The HSCP have implemented the Frailty Assessment Tool across all older adult services. All frontline staff had been trained to be able to undertake the assessment. As part of our work around unscheduled hospital care we continue to monitor the outcomes of the assessments.	Complete

Development Area	Description	Responsible Team	Update	Status
	Scope and explore how Services contribute to the prevention of frailty.			
2.2 Implement Health and Well-Being Recovery Plan	Implementation of the new Health and Well-Being Recovery Plan - Delivery of the new Health and Well-Being Recovery Plan with the aim of preventing falls and improving activity and movement in people with long-term conditions	Health and Community Care	Significant progress has been made in how we monitor falls, this includes sessions at our unscheduled care operational meetings where we interrogate the data. We regularly report through internal and NHS GGC Board level monitoring processes. This ensures the HSCP is as responsive as possible to this concern among our more vulnerable and frail population. The Maximising Independence Coordinator is implementing a programme to support people to remain as healthy as possible for as long as possible through a range of health information, early intervention approaches and effective long-term support	Complete
2.3 Support Access to Well-being Services	Access to Community Connectors, GP Community Link Workers and Welfare Rights Officers - Provide support to enable residents to access services that support their well-being	Health and Community Care	Our Community Link Workers support GP practices locally to deal with non-medical needs and social prescribing. The Community Connector Model assists our community at a lower level of social prescribing and connects our population groups to much needed support and services. A programme of awareness raising of the wellbeing services and the maximising independence programme facilitates self management, living well and waiting well.	Complete
2.4 Develop Access 1st Service	Promotion of the Access 1st service - Further development of the service to raise awareness of the Access 1st service among local residents as the first point of contact to access services which aim to support them to live a safe, healthy, active and satisfying life; feel respected and included in their local community; and feel they have the same opportunities as other who do not have a long-term condition or disability	Health and Community Care	The Access 1st service is an established and identifiable brand and is promoted via a number of mediums including the Health and Social Care Partnership (HSCP) webpage, twitter, GP Surgeries; Community Link Workers; the Ardgowan Hospice; Acute Hospitals; and community groups including <i>Your Voice</i> (Community Care Forum), the <i>Inverclyde Carers' Centre and Circles Network Advocacy</i> . Officers attend local community events and functions to promote the service.	Complete



Development Area	Description	Responsible Team	Update	Status
<b>Outcome 3: Take action to prevent violence against women and girls in Inverclyde</b>				
3.1 Progress Equally Safe at Work Accreditation	Equally Safe at Work -Apply for the next stage of Equally Safe at Work Bronze Accreditation. Identify learning from the first stages of the programme and opportunities for the Council to advance gender equality and prevent violence against women across its workforce.	Safer Communities	Accreditation achieved. Award was presented on 4th December 2023.	Complete
3.2 Improve Housing Outcomes for Women and Children Affected by Domestic Abuse	Improve housing outcomes for women and children affected by domestic abuse - COSLA is leading on this work and it is included in the National Equally Safe Delivery Plan. COSLA is in discussion with Scottish Government regarding capacity and engaging with services in local areas to identify needs. VAW MAP will be part of this discussion on how to improve housing outcomes in our area.	Safer Communities	COSLA had extended an invite for Violence Against Women Partnerships to sit on the working groups that were being set up to support the recommendations from the "Improving Housing Options for Victims of Domestic Abuse" report. However, Scottish Government is currently looking at how to approach the work of the groups and how the ambitions of the report can be prioritised with the capacity available. This action is therefore delayed pending confirmation of the national position. This action will be continued into 2025-26.	In Progress
3.3 Improve Outcomes for Women with Learning Disabilities Affected by Domestic Abuse	Improve outcomes for women with learning disabilities who have been affected by domestic abuse - Be part of a national advisory group led by NHS Scotland to identify outcomes that affect women who have a learning disability and are experiencing domestic abuse. Consider how improvements can be implemented at a local level and work with local partners to put this into practice.	Safer Communities	There has been participation in national work to identify outcomes that affect women who have a learning disability and are experiencing domestic abuse. The DASH Risk Indicator Checklist, developed by SafeLives and Talking Mats, is now available and has been shared with members for use with clients/patients with a Learning Disability where there is significant risk of harm as a result of Domestic Abuse.	Complete
3.4 Safety Consultation with Women & Girls	Identify safety issues experienced by women and girls in the local community -	Safer Communities	A survey to determine women's perception of safety when undertaking activities in public spaces was undertaken. The	Complete

Development Area	Description	Responsible Team	Update	Status
	Work with community safety colleagues to carry out a consultation to determine if women and girls perceive any safety impediment in using Inverclyde public paths, parks and cycle ways and, if so, how any identified issues may be addressed. The survey is structured to identify gender related concerns, help us understand perceptions and experiences which affect or limit women undertaking activity in public space and assist us in identifying areas of our services, communities and public spaces which could be improved.		results were reported to the Education and Communities Committee and has informed a strategic action plan.	
<b>Outcome 4: Increase the diversity of the Council workforce</b>				
4.1 Review the Council's understanding of racism	Identify potential improvement actions around racism - Undertake a review of the Council's understanding of racism and the structural barriers that may exist.	OD, Policy and Communication s	A number of potential mechanisms have been identified on how to best review the Council's understanding of racism. However capacity issues have meant that this has not yet progressed to a full review. This will include undertaking research with our Black and Minority Ethnic staff on their experiences in the workplace to help guide future policy and practice. This will be supported by the 2025 Employee Survey.	In progress
4.2 Implement the Minority Ethnic Recruitment Toolkit	Recruitment of employees from minority ethnic communities - use the Scottish Government's (SG) Minority Ethnic Recruitment Toolkit with the aim of supporting the recruitment of Inverclyde Council employees from minority ethnic communities.	OD, Policy and Communication s	Implementation has progressed with key documents showing our strategic commitment to increase the diversity of the workforce. Recruitment and selection policies have been updated and adherence is supported by Chairs of panels being required to have undertaken the related training. Diversity/race equality awareness training has taken place. Census categories are used to gather equality information.	Complete
4.3 Improve our Equality Data	Improve the equality data held on the composition of our workforce- Recruitment portal has updated its equal opportunity (EO) questions tied to the changes in the next Scottish Census	OD, Policy and Communication s	Equal opportunity questions updated and employees asked to complete.	Complete

Development Area	Description	Responsible Team	Update	Status
	(delayed from 2021 to 2022). The form is ready to be released after the school Summer break 2021 to ask all staff to update their EO statistics.			
<b>Outcome 5: Improve the economic prospects of people who are furthest from the Labour Market including young people, older people and disabled people</b>				
5.1 Promote the Young Person's National Entitlement Cards	Young Person's National Entitlement Cards for people aged 11-25 years - Publicise the Cards with the aim of promoting engagement with the initiative and the uptake of free travel for all under 22 years olds from 31 January 2022	Community Learning and Development	One of the highest national uptakes of Young Scot and National Entitlement cards linked to the free bus travel for under-22s has been achieved. Continued release of cards to schools when appropriate.	Complete
5.2 Re-establish Local Employability Partnership	Local Employability Partnership (LEP) re-established to ensure LOIP 2017/22 and Scottish Government employability policies and programmes are delivered locally -Regular LEP meetings. A Delivery Plan 2022/23 is created through partnership working outlining employability priorities for the following financial year.	Employability	The Local Employability Partnership was reestablished and ongoing employability programmes are in place.	Complete
5.3 Deliver Employability Interventions	Employability interventions - Inverclyde Jobs Pledge - Deliver improvement actions in line with the relevant elements of the individual Covid-19 Recovery Plans which support delivery of Local Outcomes Improvement Plan 2017/22 Priority 3: The local economy	Employability	The Council has continued to support employability interventions including Modern Apprenticeships. Job vacancies continue to be advertised and shared with local employability partners under the Inverclyde Works branding.	Complete

## Inverclyde Council Equality Mainstreaming Report 2025

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## 1. Strategic Fit

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is *Getting it right for every child, citizen and community*. This means that the Council and its partners will work together to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

## 2. Governance

The Corporate Equalities Group (CEG) is chaired by the Corporate Director - Education, Communities and Organisational Development, and its Terms of Reference are to progress and reinforce the Council's commitment to equalities across all Council Services and, in doing so, ensure the Council meets its legislative requirements, as outlined in The Equality Act 2010.

The role of the CEG is to:

- establish a robust performance and planning framework for equalities;
- devise, monitor and report progress on the Council's Corporate Equality Outcomes and the Education Equality Outcomes;
- facilitate support for staff directly involved in delivering the Equality Outcomes;
- offer the relevant Council Services an opportunity to showcase improvement actions that relate directly to one or more of the Protected Characteristics;
  - engage with stakeholders on equalities issues;
- share information with the Council's Staff Disability Forum; and
- provide corporate governance and scrutiny on relevant Council improvement plans.

### 3. Employee Profile

For the purposes of this report, the head count represents each unique individual who works for Inverclyde Council. Some employees may have more than one job at the Authority, therefore, the head count figures used here, and for the breakdown of Protected Characteristics, may be less than other figures which express the number of jobs. Additionally, it should be noted that, where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

#### 3.1 Employee Profile - Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	1,068	23.44	1199	23.52
Female	3,485	76.48	3893	76.38
Prefer not to say	≤5	-	≤5	-

What the data tells us: During the two reporting years, the male/female split of employees was consistent. Our workforce comprised around 23% male employees, with females making up 76% of our staff. It is pleasing to note that a very low number of employees opted for the prefer not to say response when asked about their Sex.

#### 3.2 Employee Profile – Age

	2022/23		2023/24	
	No.	%	No.	%
<b>Age in years</b>				
16-19	50	1.10	41	0.80
20-29	562	12.33	650	12.75
30-39	854	18.74	942	18.48
40-49	1,017	22.32	1159	22.74
50-59	1,417	31.10	1448	28.41
60-65	566	12.42	708	13.89
> 65	91	2.00	149	2.92

What the data tells us: Between 2022/23 and 2023/24, there were not significant changes in percentage terms of the age bands of employees. The highest percentage is within the 50-59 age bracket.

#### 3.3 Employee Profile – Disability

	2022/23		2023/24	
	No	%	No	%
Disability	188	4.13	223	4.38
No disability	3,784	83.04	4263	83.64
Prefer not to answer	186	4.08	191	3.75

Null/Blank	399	8.76	420	8.24
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What the data tells us: Between 2022/23 and 2023/24, there were not significant changes in percentage terms in relation to the disability classification of employees.

### 3.4 Employee Profile – Ethnicity

All staff	2022/23		2023-24	
	No.	%	No	%
<b>White</b>				
Scottish	3,703	81.26	4161	81.64
English	0	0	0	0.00
Welsh	0	0	0	0.00
Northern Irish	0	0	0	0.00
British	123	2.70	128	2.51
Irish	90	1.97	91	1.79
Gypsy/Traveller	0	0.00	0	0.00
Eastern European	≤5	-	10	0.20
Polish	≤5	-	9	0.18
Other white ethnic group	41	0.90	58	1.14
<b>Mixed or Multiple Ethnic Groups</b>				
Any mixed or multiple ethnic group	6	0.13	8	0.16
<b>Asian, Asian Scottish or Asian British</b>				
Pakistani, Pakistani Scottish or Pakistani British	≤5	-	≤5	-
Indian, Indian Scottish or Indian British	≤5	-	≤5	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0	0	0.00
Chinese, Chinese Scottish or Chinese British	0	0	≤5	-
Other Asian, Asian Scottish or Asian British	0	0	0	0.00



<b>African</b>				
African, African Scottish or African British	8	0.18	13	0.26
African Other	≤5	-	≤5	-
<b>Caribbean or Black</b>				
Caribbean, Caribbean Scottish or Caribbean British	≤5	-	≤5	-
Black, Black Scottish or Black British	≤5	-	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
<b>Other Ethnic Group</b>				
Arab	≤5	-	≤5	-
Other	14	0.31	16	0.31
<b>Prefer not to answer</b>	90	1.97	94	1.84
<b>Null/Blank</b>	461	10.12	491	9.63

What the data tells us: Scottish people comprised the majority of staff in both reporting years. Changes across other ethnicity groups were minimal.

### 3.5 Employee Profile – Sexual Orientation

<b>All staff</b>	<b>2022/23</b>		<b>2023/24</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Lesbian, Gay or Bisexual	86	1.89	105	2.06
Heterosexual/Straight	3,265	71.65	3735	73.28
Prefer not to answer	123	2.70	134	2.63
Null/Blank	1,081	23.72	1119	21.95
Other	≤5	-	≤5	-

What the data tells us: Between 2022/23 and 2023/24, there was a small increase in the percentage of employees selecting Heterosexual/Straight.

### 3.6 Employee Profile – Religion or Belief

<b>All staff</b>	<b>2022/23</b>		<b>2023/24</b>	
	<b>No.</b>	<b>%</b>	<b>No.</b>	<b>%</b>
Buddhist	7	0.15	8	0.16

Church of Scotland	769	16.88	849	16.66
Hindu	≤5	-	≤5	-
Humanist	0	0.00	0	0.00
Jewish	≤5	-	0	0.00
None	851	18.67	1039	20.38
Muslim	7	0.15	13	0.26
Other Christian	167	3.66	199	3.90
Other Religion	19	0.42	23	0.45
Pagan	≤5	-	≤5	-
Prefer not to answer	178	3.91	194	3.81
Roman Catholic	1,423	31.23	1594	31.27
Sikh	≤5	-	≤5	-
Null/Blank	1,129	24.78	1169	22.94

What the data tells us: When staff were asked about their Religion or Belief, the most popular responses were Roman Catholic, Null/Blank and None.

### 3.7 Employee Profile – Marriage and Civil Partnership Status

All staff	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	313	6.87	339	6.65
Living with Partner	368	8.08	379	7.44
Married/Civil Partnership	2,134	46.83	2391	46.91
Single	1,215	26.66	1433	28.11
Widowed	61	1.34	73	1.43
Prefer not to answer	203	4.45	212	4.16
Null/Blank	263	5.77	270	5.30

What the data tells us: Between the two reporting years, when they were asked about their Marriage and Civil Partnership Status, there was minimal percentage changes.

#### 4. Leavers

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

##### 4.1 Leavers – Sex

	2022/23		2023/24	
	No.	%	No.	%
<b>Male</b>	120	25.48	143	32.80
<b>Female</b>	349	74.10	292	66.97
<b>Prefer Not to Say</b>	≤5	-	≤5	-

What the data tells us: Between the two reporting years, there was a percentage increase in the amount of males leaving.

##### 4.2 Leavers - Age

Age group in years	2022/23		2023/24	
	No.	%	No.	%
Under 20	6	1.27	≤5	-
20-29	98	20.81	78	17.89
30-39	79	16.77	64	14.68
40-49	57	12.10	65	14.91
50-59	91	19.32	81	18.58
60-65	84	17.83	79	18.12
Over 65	56	11.89	64	14.68

What the data tells us: Over the two reporting years the greatest concentration of leavers was in the 50-59 age range.

##### 4.3 Leavers – Disability

	2022/23		2023/24	
	No.	%	No.	%
Disability	22	4.67	27	6.19
No disability	384	81.53	360	82.57
Prefer not to answer	18	3.82	21	4.82
Blanks	47	9.98	28	6.42

What the data tells us: Over the reporting years a significant majority of leavers had no disability.

##### 4.4 Leavers – Ethnicity

All staff	2022/23		2023/24	
	No.	%	No	%
<b>White</b>				
Scottish	372	78.98	366	83.94
English	0	0	0	0
Welsh	0	0	0	0
Northern Irish	0	0	≤5	-
British	12	2.55	10	2.29
Irish	11	2.34	0	0
Gypsy/Traveller	0	0	0	0
Eastern European	0	0	0	0
White Polish	≤5	-	≤5	-
Other white ethnic group	7	1.49	9	2.06
<b>Mixed or Multiple Ethnic Groups</b>				
Other ethnic group	≤5	-	≤5	-
<b>Asian, Asian Scottish or Asian British</b>				
Pakistani, Pakistani Scottish or Pakistani British	≤5	-	0	0
Indian, Indian Scottish or Indian British	0	0	0	0
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0	0	0
Chinese, Chinese Scottish or Chinese British	0	0	0	0
Other Asian, Asian Scottish or Asian British	0	0	0	0
<b>African</b>				
African, African Scottish or African British	≤5	-	≤5	-
African Other	0	0	0	0
<b>Caribbean or Black</b>				
Caribbean, Caribbean Scottish or Caribbean British	0	0	0	0
Black, Black Scottish or Black British	0	0	0	0

Other Caribbean or Black	0	0	0	0
<b>Other Ethnic Group</b>				
Arab	0	0	0	0
Other	0	0	0	0
<b>Prefer Not to Answer</b>	7	1.49	11	2.52
<b>Null/Blank</b>	54	11.46	27	6.19

What does the data tell us: Over the two years the highest proportion of leavers were White Scottish.

#### 4.5 Leavers – Sexual Orientation

	2022/23		2023/24	
	No.	%	No.	%
Lesbian, Gay or Bisexual	14	2.97	15	3.44
Heterosexual/Straight	333	70.70	317	72.71
Prefer not to answer	21	4.46	22	5.05
Null/Blank	≤5	-	≤5	-

What the data tells us: Most leavers over the two reporting years were heterosexual/straight.

#### 4.6 Leavers - Religion or Belief

	2022/23		2023-24	
	No.	%	No.	%
Buddhist	0	0	2	0.46
Church of Scotland	76	16.14	61	13.99
Hindu	0	0	0	0
Humanist	0	0	0	0
Jewish	≤5	-	0	0
Muslim	≤5	-	≤5	-
None	116	24.63	100	22.94
Other Christian	16	3.40	22	5.05
Other Religion	≤5	-	≤5	-
Pagan	≤5	-	0	0

Roman Catholic	128	27.18	137	31.42
Sikh	0	0	0	0
Prefer not to answer	18	3.82	24	5.50
Null/Blank	111	23.57	83	19.04

What the data tells us: The highest percentage of leavers in relation to religion or belief is Roman Catholic over the reporting period.

#### 4.7 Leavers - Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	24	5.10	38	8.72
Living with Partner	41	8.70	22	5.05
Married/Civil Partnership	189	40.13	180	41.28
Single	141	29.94	150	34.40
Widowed	7	1.49	6	1.38
Prefer not to answer	25	5.31	20	4.59
Null/Blank	44	9.34	20	4.59

What the data tells us: Most leavers over the reporting period were classified as Married/Civil Partnership.

## 5. Recruitment

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

## 5.1 Recruitment – Sex

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	1,788	23.65	551	23.93	143	24.03
Female	5,652	74.77	1,708	74.16	434	72.94
Prefer not to answer	25	0.33	≤5	-	≤5	-
Null/Blank	94	1.24	39	1.69	17	2.81

2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	3,574	24.78	149	21.75	147	22.76
Female	10,728	74.38	521	76.06	482	74.61
Prefer not to answer	37	0.26	≤5	-	≤5	-
Null/Blank	85	0.59	13	1.90	15	2.32

What the data tells us: During the last two reporting years, the male/female split of prospective Council employees was broadly similar: male applicants comprised around a quarter, with females making up around three quarters of applicants.

Applications for Promoted Posts	2022/23		2023-24	
	No.	%	No.	%
Male	75	36.90	348	28.93
Female	128	63.10	852	70.82
Prefer not to answer	0	0.00	≤5	-
Null/Blanks	0	0.00	0	0.00

What the data tells us: In terms of applications for promoted posts, an increased percentage of female employees applied in 2023-24.

Successful applications for promoted posts	2022/23		2023-24	
	No.	%	No.	%
Male	9	31.00	26	23.42
Female	20	69.00	85	76.58
Prefer not to answer	0	0.00	0	0.00
Null/Blanks	0	0.00	0	0.00

What the data tells us: In terms of those who successfully applied for promoted posts, an increased percentage of female employees were successful, consistent with the table above on applications.

## 5.2 Recruitment – Age

2022/23 Age group in years	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Under 20	164	2.17	49	2.13	29	4.79
20-29	2,434	32.20	719	31.22	169	27.93
30-39	2,204	29.16	686	29.79	154	25.45
40-49	1,205	15.94	385	16.72	113	18.68
50-59	976	12.91	301	13.07	95	15.70
60-65	281	3.72	74	3.21	18	2.98
Over 65	63	0.83	11	0.48	≤5	-
Blanks/Unknown	232	3.07	78	3.39	26	4.30

2023/24 Age group in years	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%



Under 20	291	2.02	21	3.07	18	2.79
20-29	5,384	37.33	180	26.28	177	27.40
30-39	4,066	28.19	176	25.69	170	26.32
40-49	2,276	15.78	136	19.85	132	20.43
50-59	1,521	10.54	111	16.20	105	16.25
60-65	433	3.00	33	4.82	19	2.94
Over 65	60	0.42	≤5	-	≤5	-
Blanks/Unknown	393	2.72	27	3.94	25	3.87

What the data tells us: Across the reporting years most applications came from the 20-29 age group. This followed through to the interview and appointment stages.

### 5.3 Recruitment – Disability

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Disability	259	3.43	112	4.86	17	2.81
No Disability	7,060	93.40	2,098	91.10	563	93.06
Prefer not to answer	146	1.93	54	2.34	8	1.32
Blanks	94	1.24	39	1.69	17	2.81

2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Disability	446	3.09	44	6.42	17	2.63
No Disability	13,663	94.72	620	90.51	611	94.58
Prefer not to answer	230	1.59	6	0.88	≤5	-
Blanks	85	0.59	15	2.19	13	2.01

What the data tells us: Between the reporting years there were similar levels of conversion of from application to appointment.

### 5.4 Recruitment – Ethnicity

Applications	2022/23		2023/24	
	No.	%	No.	%

<b>White</b>				
Scottish	6445	85.26	11524	79.89
English	0	0.00	0	0.00
Welsh	0	0.00	0	0.00
Northern Irish	0	0	0	0.00
British	0	0	0	0.00
Irish	53	0.70	100	0.69
Gypsy/Traveller	0	0	0	0.00
Eastern European	0	0	0	0.00
Polish	24	0.32	28	0.19
Other British	249	3.29	475	3.29
Other white ethnic group	207	2.74	546	3.79
<b>Mixed or Multiple Ethnic Groups</b>				
Any mixed or multiple ethnic group	69	0.91	159	1.10
<b>Asian, Asian Scottish or Asian British</b>				
Pakistani, Pakistani Scottish or Pakistani British	22	0.29	132	0.92
Indian, Indian Scottish or Indian British	41	0.54	188	1.30
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	≤5	-	11	0.08
Chinese, Chinese Scottish or Chinese British	17	0.22	26	0.18
Other Asian, Asian Scottish or Asian British	12	0.16	96	0.67
<b>African</b>				
African, African Scottish or African British	54	0.71	≤5	-
African - Other	97	1.28	603	4.18
<b>Caribbean or Black</b>				
Caribbean, Caribbean Scottish or Caribbean British	≤5	-	43	0.30

Black, Black Scottish or Black British	≤5	-	≤5	-
Other Caribbean or Black	6	0.08	39	0.27
Other Ethnic Group				
Arab	9	0.12	≤5	-
Other	13	0.17	158	1.10
<b>Prefer not to answer</b>	140	1.85	205	1.42
<b>Null/Blank</b>	94	1.24	85	0.59

What the data tells us: Across the reporting years there was a slight reduction in the percentage of White Scottish candidates. There were increases across other ethnic groups.

Interviews	2022/23		2023/24	
	No.	%	No.	%
<b>White</b>				
Scottish	2002	86.93	583	85.11
English	0	0.00	0	0.00
Welsh	0	0.00	0	0.00
Northern Irish	0	0.00	0	0.00
British	0	0.00	0	0.00
Irish	20	0.71	≤5	-
Gypsy/Traveller	0	0.00	0	0.00
Eastern European	≤5	-	0	0.00
Polish	10	0.43	≤5	-
Other British	70	3.04	12	1.75
Other white ethnic group	51	2.21	12	1.75
<b>Mixed or Multiple Ethnic Groups</b>				

Any mixed or multiple ethnic group	21	0.91	9	1.31
<b>Asian, Asian Scottish or Asian British</b>				
Pakistani, Pakistani Scottish or Pakistani British	8	0.35	0	0.00
Indian, Indian Scottish or Indian British	8	0.35	≤5	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
Chinese, Chinese Scottish or Chinese British	6	0.26	≤5	-
Other Asian, Asian Scottish or Asian British	≤5	-	≤5	-
<b>African</b>				
African, African Scottish or African British	11	0.48	≤5	-
African - Other	11	0.48	26	3.80
<b>Caribbean or Black</b>				
Caribbean, Caribbean Scottish or Caribbean British	0	0.00	≤5	-
Black, Black Scottish or Black British	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
<b>Other Ethnic Group</b>				
Arab	≤5	-	≤5	-
Other	≤5	-	≤5	-
<b>Prefer not to answer</b>	45	1.95	9	1.31
<b>Null/Blank</b>	39	1.69	15	2.19

What this data tells us: There were similar trends across the reporting years.

<b>Appointments</b>	<b>2022/23</b>	<b>2023/24</b>
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	No.	%	No.	%
<b>White</b>				
Scottish	539	89.09%	581	89.94
English	0	0.00	0	0.00
Welsh	0	0.00	0	0.00
Northern Irish	0	0.00	0	0.00
British	0	0.00	0	0.00
Irish	≤5	-	≤5	-
Gypsy/Traveller	0	0.00	0	0.00
Eastern European	0	0.00	0	0.00
Polish	≤5	-	≤5	-
Other British	19	3.14	9	1.39
Other white ethnic group	8	1.32	12	1.86
<b>Mixed or Multiple Ethnic Groups</b>				
Any mixed or multiple ethnic group	≤5	-	≤5	-
<b>Asian, Asian Scottish or Asian British</b>				
Pakistani, Pakistani Scottish or Pakistani British	≤5	-	0	0.00
Indian, Indian Scottish or Indian British	≤5	-	≤5	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
Chinese, Chinese Scottish or Chinese British	0	0.00	≤5	-
Other Asian, Asian Scottish or Asian British	≤5	-	≤5	-
<b>African</b>				
African, African Scottish or African British	≤5	-	≤5	-
African - Other	0	0.00	≤5	-
<b>Caribbean or Black</b>				
Caribbean, Caribbean Scottish or Caribbean British	0	0.00	≤5	-

Black, Black Scottish or Black British	≤5	-	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
<b>Other Ethnic Group</b>				
Arab	0	0.00	≤5	-
Other			≤5	-
Prefer not to answer	≤5	-	7	1.08
Null/Blank	17	2.81	15	2.32

What this data tells us: There were similar trends across the reporting years.

#### 5.5 Recruitment – Sexual Orientation

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Lesbian, Gay or Bisexual	258	3.41	70	3.04	15	2.48
Heterosexual/Straight	6,899	91.27	2,087	90.62	554	91.57
Other	≤5	-	≤5	-	0	0.00
Prefer not to answer	297	3.93	104	4.52	18	2.98
Null/Blank	103	1.36	41	1.78	18	2.98

	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Lesbian, Gay or Bisexual	579	4.01	28	4.09	12	1.86
Heterosexual/Straight	13,139	91.09	616	89.93	604	93.50
Other	≤5	-	≤5	-	≤5	-

Prefer not to answer	584	4.05	24	3.50	15	2.32
Null/Blank	116	0.80	16	2.34	15	2.32

What the data tells us: In both reporting years, the majority of applicants told us they were Heterosexual/Straight when they were asked about their Sexual Orientation.

#### 5.6 Recruitment – Religion or Belief

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	18	0.24	≤5	-	≤5	-
Church of Scotland	1,196	15.82	407	17.67	104	17.19
Hindu	24	0.32	≤5	-	≤5	-
Humanist	0	0.00	0	0.00	0	0.00
Jewish	24	0.32	9	0.39	0	0.00
Muslim	45	0.60	9	0.39	≤5	-
None	2,975	39.36	867	37.65	225	37.19
Other Christian	298	3.94	84	3.65	14	2.31
Other Religion	13	0.17	≤5	-	0	0.00
Pagan	14	0.19	≤5	-	0	0.00
Roman Catholic	2,482	32.84	770	33.43	215	35.54
Sikh	7	0.09	≤5	-	0	0.00
Prefer not to answer	369	4.88	103	4.47	27	4.46
Null/Blank	94	1.24	39	1.69	17	2.81

2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	106	0.73	≤5	-	≤5	-
Church of Scotland	2,041	14.15	116	16.93	112	17.34
Hindu	99	0.69	≤5	-	0	0.00
Humanist	0	0.00	0	0.00	0	0.00
Jewish	10	0.07	0	0.00	0	0.00

Muslim	365	2.53	≤5	-	≤5	-
None	5,611	38.90	241	35.18	234	36.22
Other Christian	815	5.65	31	4.53	26	4.02
Other Religion	27	0.19	0	0.00	0	0.00
Pagan	52	0.36	≤5	-	≤5	-
Roman Catholic	4,404	30.53	234	34.16	225	34.83
Sikh	52	0.36	0	0.00	0	0.00
Prefer not to answer	757	5.25	36	5.26	31	4.80
Null/Blank	85	0.59	15	2.19	13	2.01

What the data tells us: In both reporting years, there were significant numbers of applicants, interviewees and appointees who chose the response None when asked about their Religion or Belief at various stages of the recruitment and selection process. Aside from the None response, when potential Council employees were asked about their Religion or Belief, the most popular responses were Church of Scotland and Roman Catholic.

#### 5.7 Recruitment - Marriage and Civil Partnership Status

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Divorced/Separated	409	5.41	105	4.56	34	5.62
Living with Partner	733	9.70	224	9.73	59	9.75
Married/Civil Partnership	2,265	29.96	706	30.66	197	32.56
Single	3,597	47.59	1,081	46.94	270	44.63
Widowed	81	1.07	26	1.13	6	0.99
Prefer not to answer	380	5.03	122	5.30	22	3.64
Null/Blank	94	1.24	39	1.69	17	2.81
2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%



Divorced/Separated	798	5.53	54	7.88	40	6.19
Living with Partner	1,064	7.38	66	9.64	62	9.60
Married/Civil Partnership	4,426	30.68	239	34.89	235	36.38
Single	7,266	50.37	276	40.29	270	41.80
Widowed	74	0.51	8	1.17	5	0.93
Prefer not to answer	711	4.93	27	3.94	20	3.10
Null/Blank	85	0.59	15	2.19	13	2.01

What the data tells us: During both reporting years, the most popular response when applicants were asked about their Marriage and Civil Partnership Status was Single.

## 6.0 Disciplinary Action

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

## 6.1 Disciplinary Action – Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	29	51.79	27	45.76
Female	27	48.21	32	54.24

Over the period there was a small increase in disciplinary action in relation to females, and a consequent reduction in relation to males.

## 6.2 Disciplinary Action – Age

Age group in years	2022/23		2023/24	
	No.	%	No.	%
16-19	≤5	-	0	0.00
20-29	≤5	-	9	15.25
30-39	10	17.86	10	16.95
40-49	11	19.64	23	38.98
50-59	16	28.57	11	18.64
60-65	12	21.43	≤5	-
Over 65	≤5	-	≤5	-
Blanks	0	0.00	0	0.00

In 2023-24 a higher proportion of employees involved in disciplinary action were age 40-49. There were reduction in other age bands.

## 6.3 Disciplinary Action – Disability

	2022/23		2023/24	
	No.	%	No.	%
Disability	≤5	-	≤5	-
No disability	41	73.21	35	59.32
Prefer not to answer	≤5	-	≤5	-
Blanks (Unknown)	9	16.07	17	28.81

What the data tells us: Given that the majority of the elements of this data set have been anonymised and the significant proportion of Blanks, it would not be appropriate to provide commentaries.

## 6.4 Disciplinary Action – Ethnicity

All staff	2022/23		2023/24	
	No.	%	No.	%
<b>White</b>				
Scottish	43	76.79	47	79.66
British	≤5	-	≤5	-
Irish	0	0	≤5	-
Polish	≤5	-	0	0.00
White Other	0	0	≤5	-
African Other	0	0	≤5	-
<b>Other Ethnicity</b>	0	0	0	0
<b>Prefer not to answer</b>	≤5	-	≤5	-
<b>Null/Blank</b>	9	16.07	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised it would not be appropriate to provide commentaries.

#### 6.5 Disciplinary Action – Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	≤5	-	≤5	-
Living with Partner	≤5	-	≤5	-
Married/Civil Partnership	21	37.50	20	33.90
Single	16	28.57	24	40.68
Widowed	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null/Blank	4	7.14	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised it would not be appropriate to provide commentaries.

## 7.0 Grievance

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

## 7.1 Grievance – Sex

Gender	2022/23		2023/24	
	No.	%	No.	%
Male	≤5	-	7	36.84
Female	9	75.00	10	52.63
Prefer Not to Answer	0	0.00	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

## 7.2 Grievance – Age

Age group in years	2022/23		2023/24	
	No.	%	No.	%
16-19	0	0.00	0	0.00
20-29	0	0.00	0	0.00
30-39	≤5	-	≤5	-
40-49	≤5	-	≤5	-
50-59	≤5	-	8	42.11
60-65	0	0.00	≤5	-
Over 65	≤5	-	≤5	-
Null/Blank	0	0.00	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

## 7.3 Grievance – Disability

	2022/23		2023/24	
	No.	%	No.	%
Yes, limited a little	≤5	-	0	0.00
Yes, limited a lot	0	0	0	0.00
No disability	≤5	-	10	52.63
Prefer not to answer	≤5	-	≤5	-
Blanks	≤5	-	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

## 7.4 Grievance – Ethnicity

All staff	2022/23		2023/24	
	No.	%	No.	%

White Scottish	9	75.00	12	63.16
White Irish	0	0	≤5	-
Other Ethnicity	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null/Blank	≤5	-	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

#### 7.5 Grievance – Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	≤5	-	≤5	-
Living with Partner	0	0.00	≤5	-
Married/Civil Partnership	≤5	-	8	42.11
Single	≤5	-	≤5	-
Widowed	0	0.00	0	0.00
Prefer not to answer	≤5	-	≤5	-
Null/Blank	0	0.00	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

## 8.0 Flexible Working Requests

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

## 8.1 Flexible Working Requests – Sex

	2022/23		2023/24	
			No	%
Male	18	13.95	14	9.27
Female	110	85.27	137	90.73
Prefer not to answer	≤5	-	0	0.00

What the data tells us: The proportion of female employees who submitted a request to work flexibly increased between the two reporting years.

## 8.2 Flexible Working Requests – Age

Age group in years	2022/23		2023/24	
	No.	%	No.	%
16-19	0	0.00	0	0.00
20-29	10	7.75	17	11.26
30-39	39	30.23	46	30.46
40-49	19	14.73	34	22.52
50-59	35	27.13	36	23.84
60-65	20	15.50	15	9.93
Over 65	6	4.65	≤5	-

What the data tells us: Between the two reporting years there were some fluctuations in the age groups of those who submitted a request to work flexibly.

## 8.3 Flexible Working Requests – Disability

	2022/23		2023/24	
	No.	%	No.	%
Disability	≤5	-	10	6.62
No disability	102	79.07	128	84.77
Prefer not to answer	≤5	-	11	7.28
Blanks	20	15.50	≤5	-

What the data tells us: A significant majority of employees who submitted requests had no disability.

## 8.4 Flexible Working Requests – Ethnicity

All staff	2022/23		2023/24	
	No.	%	No.	%
White Scottish	95	73.64	117	77.48
White Irish	≤5	-	0	0.00
White Other	0	0	≤5	-
White Other British	≤5	-	≤5	-
Other Ethnicity	≤5	-	6	3.97
				0.00
Mixed or Multiple	≤5	-	≤5	-
Other Ethnicity	≤5	-	0	0.00
<b>Prefer not to answer</b>	≤5	-	≤5	-
<b>Null/Blank</b>	21	16.28	19	12.58

What the data tells us: A significant majority of employees who submitted requests were White Scottish.

## 8.5 Flexible Working Requests – Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	≤5	-	11	7.28
Living with Partner	24	18.60	20	13.25
Married/Civil Partnership	88	68.22	93	61.59
Single	9	6.98	21	13.91
Widowed	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null	0	0.00	≤5	-

What the data tells us: A significant majority of employees who submitted requests were Married/Civil Partnership.

#### 9. Adoption

The number of Council employees who were on Adoption leave in both years was  $\leq 5$ .

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from the Family Friendly and Work Life Balance Policy document - including details of the Adoption Leave Scheme - which is available to view on the Council's website.

#### 10. Pregnancy and Maternity

The Council offers a broad range of assistance to pregnant employees and those who return to work after having a baby that go beyond the statutory requirements. The Council does not wish any member of staff to feel discriminated against because of their Pregnancy or Maternity Status.

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from The Family Friendly and Worklife Balance Policy which may be of particular interest to employees who are pregnant; the document is available to download from the Council's website.



## 11 Equal Pay

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

## 11.1 Average Total Pay Analysis for Disability

## Disability Pay Gap 2022/23

Equal Pay Work Group	Not Disabled		Disabled		Difference	Pay Gap
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate		
Modern Apprentices	54	9.05	12	8.91	£0.14	1.55%
1	282	10.88	15	10.9	-£0.02	-0.18%
2	255	11.49	14	11.49	£0.00	0.00%
3	941	12.07	35	12.07	£0.00	0.00%
4	206	13.37	15	13.17	£0.20	1.50%
5	499	15.1	27	15.19	-£0.09	-0.60%
6	155	17.26	10	17.4	-£0.14	-0.81%
7	121	19.29	7	19.25	£0.04	0.21%
8	169	21.22	12	21.29	-£0.07	-0.33%
9	36	23.02				
10	77	25.02	9	25.21	-£0.19	-0.76%
11	23	27.34	≤5	27.76	-£0.42	-1.54%
12	27	32.64	≤5	33.14	-£0.50	-1.53%
Chief Officers	11	50.99	≤5	66.58	-£15.59	30.57%
Depute/Principal Ed Psychologist	≤5	45.06				
Senior Educational Psychologist	≤5	41.75				
Educational Psychologist	6	35.66				
Music Instructor	9	23.88				
Teacher	431	25.59	15	25.39	£0.20	0.78%
Principal Teacher	85	32.49	≤5	32.52	-£0.03	-0.09%
Depute Head	25	38.05				
Head Teacher	22	44.59				
Quality Improvement Officer	≤5	42.11				
Quality Improvement Manager	≤5	46.33				
<b>Total</b>	<b>3441</b>	<b>£16.86</b>	<b>179</b>	<b>£16.52</b>	<b>£0.34</b>	<b>2.02%</b>

Not Disabled	3441	£16.86
Disabled	179	£16.52
Difference		0.34
Pay Gap		<b>2.02%</b>

The total head count is 4160. Blanks and Prefer not to answer responses are 540

Principal Teacher - salaries for teachers are set nationally. The Pay Gap here is due to disabled employees being at the starting point for their grade. This will change as the employees progress through the salary points.

## Disability Pay Gap 2023/24

Equal Pay Work Group	No Disclosed Disability		Disclosed Disability		Difference	Pay Gap
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate		
Modern Apprentices	56	£10.28	10	£10.31	-£0.03	-0.29%
1	277	£12.00	17	£12.00	£0.00	0.00%
2	246	£12.55	15	£12.55	£0.00	0.00%
3	619	£13.09	32	£13.05	£0.04	0.31%
4	488	£13.92	18	£13.95	-£0.03	-0.22%
5	512	£16.17	26	£16.27	-£0.10	-0.62%
6	156	£18.46	11	£18.39	£0.07	0.38%
7	119	£20.62	7	£20.76	-£0.14	-0.68%
8	164	£22.52	11	£22.57	-£0.05	-0.22%
9	39	£24.38				
10	83	£26.53	8	£26.81	-£0.28	-1.06%
11	25	£29.13	≤5	£29.44	-£0.31	-1.06%
12	28	£34.82	≤5	£35.15	-£0.33	-0.95%
Chief Officers	10	£54.05	≤5	£70.61	-£16.56	30.64%
Depute/Principal Educational Psychologist	≤5	£48.26				
Senior Educational Psychologist	≤5	£44.72				
Educational Psychologist	≤5	£38.29				
Music Instructor	10	£26.14				
Teacher	436	£27.69	15	£27.50	£0.19	0.69%
Principal Teacher	87	£34.99	≤5	£34.15	£0.84	2.40%
Depute Head Teacher	23	£40.77				
Head Teacher	22	£48.13				
Education Support Officer	≤5	£33.48				
Quality Improvement Officer	≤5	£46.74				
Quality Improvement Manager	≤5	£49.62				
<b>Total</b>	<b>3413</b>	<b>£18.31</b>	<b>178</b>	<b>£17.71</b>	<b>£0.60</b>	<b>3.28%</b>

No Disclosed Disability	3413	£18.31
Disclosed Disability	178	£17.71
Difference		0.6
Pay Gap		<b>3.28%</b>

Total Headcount is 4089 but Blanks and Prefer not to answer account for 498 people.

## 11.2 Average Total Pay Analysis for Ethnicity

## Ethnicity Pay Gap 2022/23

Equal Pay Work Group	White British		Black/Minority Ethnic		Difference	Pay Gap
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate		
Modern Apprentices	64	9.02	≤5	9.12	-£0.10	-1.11%
1	298	£10.87	8	£10.90	-£0.03	-0.28%
2	263	£11.49	9	£11.55	-£0.06	-0.52%
3	982	£12.07	28	£12.02	£0.05	0.41%
4	210	£13.36	8	£13.43	-£0.07	-0.52%
5	496	£15.10	35	£15.11	-£0.01	-0.07%
6	157	£17.27	11	£17.26	£0.01	0.06%
7	116	£19.30	10	£19.39	-£0.09	-0.47%
8	153	£21.23	19	£21.25	-£0.02	-0.09%
9	32	£23.00	≤5	£23.21	-£0.21	-0.91%
10	79	£25.06	8	£25.01	£0.05	0.20%
11	20	£27.32	≤5	£27.59	-£0.27	-0.99%
12	25	£32.68	≤5	£32.66	£0.02	0.06%
Chief Officers	12	£53.71	≤5	£49.44	£4.27	7.95%
Depute/ Principal Ed Psychologist						
Senior Educational Psychologist	≤5	£41.75				
Educational Psychologist	≤5	£37.16	≤5	£32.08	£5.08	13.67%
Music Instructor	8	£24.33	≤5	£20.30	£4.03	16.56%
Teacher	425	£25.64	20	£24.89	£0.75	2.93%
Principal Teacher	85	£32.47	≤5	£32.51	-£0.04	-0.12%
Depute Head	25	£38.05				
Head Teacher	22	£44.59				
Quality Improvement Officer	≤5	£42.68	≤5	£42.11	£0.57	1.34%
Quality Improvement Manager	≤5	£46.33				
Total	3482	£16.69	173	£18.10	-£1.41	-8.45%

White British	3482	£16.69
Not White British	173	£18.10

Difference		-1.41
Pay Gap		<b>-8.45%</b>

Note: Total Headcount is 4160 but blank and prefer not to answer account for 505 people.

Educational Psychologist - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

Music Instructors - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

## Ethnicity Pay Gap 2023/24

Equal Pay Work Group	White British		Black/Minority Ethnic		Difference	Pay Gap
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate		
Modern Apprentices	65	10.28				
1	288	£12.00	10	£12.00	£0.00	0.00%
2	259	£12.55	8	£12.55	£0.00	0.00%
3	642	£13.09	19	£13.05	£0.04	0.31%
4	497	£13.91	22	£13.96	-£0.05	-0.36%
5	513	£16.17	31	£16.24	-£0.07	-0.43%
6	154	£18.46	13	£18.41	£0.05	0.27%
7	112	£20.65	10	£20.78	-£0.13	-0.63%
8	151	£22.54	20	£22.52	£0.02	0.09%
9	31	£24.44	7	£24.26	£0.18	0.74%
10	85	£26.55	7	£26.80	-£0.25	-0.94%
11	22	£29.08	≤5	£29.44	-£0.36	-1.24%
12	26	£34.80	≤5	£35.15	-£0.35	-1.01%
Chief Officers	11	£57.21	≤5	£52.44	£4.77	8.34%
Depute/Principal Educational Psychologist						
Senior Educational Psychologist	≤5	£44.72				
Educational Psychologist	≤5	£39.94	≤5	£34.35	£5.59	14.00%
Music Instructor	8	£26.40	≤5	£25.12	£1.28	4.85%
Teacher	426	£27.80	24	£26.09	£1.71	6.15%
Principal Teacher	87	£34.96	≤5	£34.16	£0.80	2.29%
Depute Head	23	£40.60				
Head Teacher	22	£48.13				
Education Support Officer						
Quality Improvement Officer	≤5	£46.74	≤5	£47.56	-£0.82	-1.75%
Quality Improvement Manager	≤5	£49.62				
<b>Total</b>	<b>3431</b>	<b>£18.13</b>	<b>185</b>	<b>£19.62</b>	<b>-£1.49</b>	<b>-8.22%</b>

White British	3431	£18.13
Black/Minority Ethnic	185	£19.62
Difference		-1.49

Pay Gap		<b>-8.22%</b>
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Note: Total Headcount is 4089 but blank and prefer not to answer account for 473 people.

Educational Psychologist - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

Teachers - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

## 11.4 Average Total Pay Analysis for Gender

## Gender Pay Gap 2022/23

Equal Pay Work Group	Male		Female			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap %
Modern Apprentices	37	£9.03	35	£9.05	-0.02	-0.22
1	47	£10.90	278	£10.87	0.03	0.28
2	76	£11.49	214	£11.49	0	0.00
3	176	£12.07	883	£12.07	0	0.00
4	131	£13.41	109	£13.29	0.12	0.89
5	105	£15.15	450	£15.10	0.05	0.33
6	64	£17.27	114	£17.29	-0.02	-0.12
7	51	£19.42	82	£19.23	0.19	0.98
8	45	£21.31	151	£21.20	0.11	0.52
9	13	£23.05	27	£23.01	0.04	0.17
10	35	£24.96	57	£25.09	-0.13	-0.52
11	15	£27.65	14	£27.07	0.58	2.10
12	10	£32.85	18	£32.56	0.29	0.88
Chief Officers	9	£50.02	≤5	£58.19	-8.17	-16.33
Principal/Depute Educational Psychologist	≤5	£45.06	≤5	£42.55	2.51	5.57
Senior Educational Psychologist			≤5	£41.75		
Educational Psychologist	2	£32.68	≤5	£37.16	-4.48	-13.71
Music Instructor	10	£24.83	9	£24.58	0.25	1.01
Teacher	123	£26.15	515	£26.24	-0.09	-0.34
Principal Teacher	47	£33.05	105	£32.36	0.69	2.09
Depute Head	9	£38.01	39	£37.67	0.34	0.89
Head Teacher	8	£44.99	24	£43.79	1.2	2.67
Quality Improvement Officer	≤5	£42.11	≤5	£42.87	-0.76	-1.80
Quality Improvement Manager	≤5	£46.33	≤5	£46.33	0	0.00
	<b>1017</b>	<b>£18.26</b>	<b>3139</b>	<b>£17.46</b>	<b>0.8</b>	<b>4.38</b>

Chief Officers have been grouped together to avoid identifying individual staff. Salaries are set nationally and staff will progress through salary points.

Principal/Depute Educational Psychologist - Salaries are set nationally. The pay gap here is due to employees being new in post at the starting point of the banding for their grade and will progress through salary points.

## Gender Pay Gap 2023/24

Equal Pay Work Group	Male		Female			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap %
Modern Apprentices	40	£10.26	30	£10.32	-£0.06	-0.58
1	42	£12.00	277	£12.00	£0.00	0.00
2	70	£12.57	213	£12.55	£0.02	0.16
3	140	£13.09	560	£13.08	£0.01	0.08
4	155	£14.27	388	£13.78	£0.49	3.43
5	100	£16.14	467	£16.19	-£0.05	-0.31
6	63	£18.46	114	£18.47	-£0.01	-0.05
7	51	£20.74	82	£20.55	£0.19	0.92
8	42	£22.59	148	£22.53	£0.06	0.27
9	13	£24.33	29	£24.43	-£0.10	-0.41
10	33	£26.61	64	£26.55	£0.06	0.23
11	17	£29.24	14	£29.13	£0.11	0.38
12	10	£35.05	19	£34.72	£0.33	0.94
Chief Officers	8	£52.89	≤5	£61.72	-£8.83	-16.70
Depute/Principal Educational Psychologist	≤5	£48.26	≤5	£45.57	£2.69	5.57
Senior Educational Psychologist			≤5	£44.72		
Educational Psychologist	≤5	£36.45	≤5	£39.51	-£3.06	-8.40
Music Instructor	11	£26.77	9	£26.63	£0.14	0.52
Teacher	126	£28.16	508	£28.34	-£0.18	-0.64
Principal Teacher	44	£35.28	102	£34.87	£0.41	1.16
Depute Head Teacher	10	£40.42	36	£40.47	-£0.05	-0.12
Head Teacher	8	£49.16	21	£47.34	£1.82	3.70
Education Support Officer			≤5	£33.48		
Quality Improvement Officer	≤5	£47.56	≤5	£46.74	£0.82	1.72
Quality Improvement Manager	≤5	£49.62	≤5	£49.62	£0.00	0.00
	<b>988</b>	<b>£19.73</b>	<b>3097</b>	<b>£18.91</b>	<b>£0.82</b>	<b>4.16</b>

Total Headcount is 4089 but prefer not to answer accounts for 4 people



Chief Officers have been grouped together to avoid identifying individual staff. Salaries are set nationally and staff will progress through salary points.

Principal/Depute Educational Psychologist - Salaries are set nationally. The pay gap here is due to employees being new in post at the starting point of the banding for their grade and will progress through salary points.

We note a change between the two years in relation to Grade 4 employees. This reflects a regrading in Home Support Worker posts and a significant number of females starting at the bottom of this grade.

In relation to head teachers nationally set factors impact pay grades. A leadership programme supports teachers to progress through to headship. The gender pay gap information relating to head teachers will be considered in relation to this programme.

## 12 Equal Pay Statement 2025

**Policy Statement**

This Equal Pay Policy Statement sets out how the Council will comply with the legal duties set out in the Equality Act 2010 and in developing this policy statement, notice has been taken of the guidance published by the Equality and Human Rights Commission.

Inverclyde Council supports the principles of equal opportunities in employment and believes that all staff, regardless of their gender, ethnicity, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital/civil partnership status, ethnic origin and disability, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We believe it is in the Council's interest to ensure that pay is awarded fairly and equitably and proactive steps are taken to address equality issues and pay gaps between men and women. Unless barriers to men's and women's participation in occupations stereotypically dominated by one gender, and to women achieving the most senior posts are removed, then the Council cannot be confident that it is recruiting the most skilled and talented individuals. The attached charts show vertical and horizontal occupational segregation by gender, disability and ethnicity.

The Council's mainstreaming report shows that the ethnicity of the workforce is broadly reflective of the community it serves. However, the Council is not complacent about this and will continue to consider methods to attract the broadest possible range of applicants for vacant Council positions in order to ensure that, not just the characteristics of sex, disability and ethnicity, but all of the protected characteristics are appropriately represented within its workforce. Staff are actively encouraged to update their protected characteristic information and every three years a formal update exercise is undertaken.

According to our latest data for Inverclyde Council the Gender Pay Gap continues to decrease and we do not have detrimental ethnicity or disability pay gaps. However, we will continue to monitor these and take any appropriate steps to address any imbalance that occurs. Inverclyde Council are registered in the Disability Confident scheme and obtained level three which we believe will assist in attracting disabled applicants. As part of Disability Confident, we introduced a staff forum on disability to further engage with our disabled employees and staff that have an interest in disability. We believe, therefore, that we should operate a pay and grading system which is transparent, based on objective criteria and free from bias, on any grounds. We aim to avoid unfair discrimination, to reward fairly the skills, experience and potential of all employees thereby increasing motivation, loyalty, productivity and effectiveness and to enhance the Council's reputation and image.

The Council uses an analytical job evaluation system to assess the value of jobs and their place in the Council's grading structure. For teachers, promoted posts are subject to job sizing for salary purposes.

The Council's grading and pay scheme is based on job evaluation and therefore, satisfies equality impact assessments fully. The Council consulted with our Trade Unions to consolidate the National Living Wage into our pay and grading structure from 1st April 2019 and as part of this another EQIA was successfully completed.

In addition, the following is presented as a means of further demonstrating the Council's commitment to a culture of equality of opportunity:

- Introducing a disabled staff forum for disabled employees and those who have an interest in disability.
- Recruitment and selection – managers are trained to shortlist using experience and qualifications, other personal aspects of the applicant are not known by shortlist panel – interviews are competency based, successful candidates chosen on merit and captured for all to refer to against selection proforma with references only being taken up for successful candidates.
- British Sign Language - continue with the implementation of Inverclyde Council's BSL Plan.
- Work-life balance – our Family Friendly and Work Life Balance policy includes a range of varying working patterns for employees to consider.
- Flexible working – allows daily attendance flexibility.
- Modern Apprentices Scheme – to help recruit young people from that age bracket/group.
- Inverclyde Jobs Recovery Plan aims to create employment opportunities for local people.
- Disability Confident – fully signed up to support existing disabled staff and attract new disabled candidates.
- Workforce information and activity report – highlights equality amongst other reporting and poses challenges to address where relevant.
- Diversity training provided through face to face and e-learning opportunities.
- Equality awareness training will be promoted for all employees.
- Policies and procedures in place to support employees to raise examples of any behaviour exhibited against expected high equality standards – whistleblowing, grievance, dignity and respect and equality and diversity policies.
- Awareness of diversity of local population and recognition of the value for all groups represented in employee population.

## **Our Objectives**

We have one simple objective:

- To eliminate any unfair, unjust or unlawful practices that impact on pay equality.

## **Our Actions**

In order to put Inverclyde Council's commitment to providing equal pay into practice, we will:

- Continue to work with trade union representatives after previously implementing job evaluation and the Single Status Agreement which developed a pay and grading model free of sex-bias.
- The new Pay & Grading model introduced at Single Status is based on the national Job Evaluation scheme which was then applied locally following an equality impact assessment by a national expert.
- A favourable EQIA was carried out in March 2013 on our pay and grading structure by an independent expert and more recently in 2018 to our pay

and grading structure to incorporate the Living Wage into our pay and grading structure for 2019.

- In partnership with trade unions, implement regular equal pay reviews in line with EHRC guidance for all staff, to identify any pay gaps and their causes.
- Assess and review the findings of the equal pay review and take action to address any gaps identified.
- Assess and review occupational segregation data and take steps to address any issues identified.
- Provide training and guidance for those involved in determining pay and benefits.
- Inform employees of how these practices work and how their own pay is determined.
- Respond to grievances.
- Monitor pay statistics annually.

### **Responsibility for Delivering the Policy**

The Council's Education, Communities and Organisational Development Corporate Director is the Corporate Management Team lead officer for monitoring and promoting equality across the Council and ensuring the delivery of the Council's Equality Outcomes. The Head of Organisational Development, Policy and Communications is responsible for meeting equalities duties in respect of employment and equal pay and will be responsible for ensuring the commitments made in this statement are implemented.