

HIGHLANDS AND ISLANDS ENTERPRISE

EQUAL PAY STATEMENT – APRIL 2017

Highlands and Islands Enterprise (HIE) is committed to ensuring that the principals of equal pay for all employees are fairly and consistently applied. Our equal pay statement in 2017 relates to gender, disability and race.

For further information on HIE's gender pay gap and occupational segregation please refer to HIE's Equality Mainstreaming April 2017 report.

Equal Pay Policy

HIE's equal pay review 2016 (data as at 1st August 2016) suggests that pay differences between men and women relate to a pattern of occupational segregation whereby there are proportionately more women than men in HIE's lower and middle grades. Comparison of pay within grades indicates that HIE's pay and grading structure is applied equitably to both men and women. HIE's equal pay policy therefore focuses on addressing occupational segregation.

We aim to do so by:

- Carrying out an equal pay review every two years to identify all differences in pay between men and women. In 2016 HIE has also extended the review to cover disability and race
- Developing and implementing an action plan to address any issues identified in the equal pay review, including actions required to meet our obligations in relation to the Public Sector Equality Duty
- Working with the recognised trade unions, HIE's leadership team and HIE's Equalities Manager, to support good employee relations in relation to pay and to review and monitor the equal pay action plan
- Consulting with and informing employees on pay issues so that they understand how their pay is determined
- Responding to grievances on pay promptly and effectively
- Monitoring and publishing statistical evidence of the impact of the pay and grading structure on employment matters
- Reviewing and developing associated systems, such as job evaluation and performance management, to ensure that they continue to support the pay and grading structure
- Providing commitment by HIE's senior managers that equal pay is a priority
- Conducting impact assessments for employment policies

Although too low numbers to publish the occupational segregation distribution for race and disability no specific issues in relation to race and disability by grade or job type have been highlighted in the review. HIE has however agreed an employment outcome for to explore

the experience of employees to consider in more depth how employees are identifying themselves in relation to race and disability.