

# Equal Pay Statement and Policy

## Highlands and Islands Enterprise (HIE) Equal Pay Statement – April 2013

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 2013 relates to gender and subsequent statements will also cover disability and race.

For further information on HIE's gender pay gap 2012 and occupational segregation please refer to HIE's Equality Mainstreaming April 2013 report.

### Equal Pay Policy

HIE's equal pay review 2012 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. From 2015, HIE will also extend 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

<b>Policy Owner:</b>	HR	<b>Last reviewed:</b>	April 2013
<b>Review in:</b>	2 years		