



JAMES
WATT
COLLEGE

Equal Pay Policy

1. Guiding principles

1.1 James Watt College is committed to the principle of equality of opportunity in employment and therefore that women and men should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. This is also a legal right under both domestic and European legislation.

1.2 It is also in the interests of the college as an organisation to ensure that we operate a fair and just pay system and that our employees have confidence that we are eliminating any sex/gender bias from pay. In doing this we are sending a positive message to our employees and other stakeholders. It makes good business sense to have a fair, transparent reward system (and it helps us to control costs) which avoids the possibility of unfair and unlawful discrimination, improves morale and enhances efficiency.

1.3 The college is developing partnership working agreement with the recognised trade unions and will be establishing a joint working group with trade union representation to oversee implementation of this equal pay policy and to tackle the specific action points set out below.

1.4 We are committed to promoting equality of opportunity and eliminating discrimination in our employment policies and practices in relation to a number of equality strands including race, colour or ethnic origin, disability, sexual orientation, religion or belief and age. This includes assessing them for any potential adverse impact.

1.5 It is likely that James Watt College will introduce a single Equality Policy incorporating all of the strands into one cogent and comprehensive policy during the academic year 2009-10.

2. Policy objectives:

The objectives of this policy are to:

- Identify any unfair, unjust or unlawful practices that impact on pay, and
- Take appropriate remedial action.

Our approach will be to:

- Introduce the implementation of the equal pay review for all employees in line with EOC guidance (including new starts; those on maternity leave, career breaks, or non-standard contracts)
- Plan and implement an action plan aimed at working in partnership with trade union representatives a range of initiatives to develop opportunities for all staff regardless of their status
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined.
- Respond to grievances on equal pay as a priority and in line with the appropriate procedures
- Monitor pay statistics annually.

3. Reporting arrangements

Progress reports on the implementation of this policy will be published annually, as part of the arrangements for reporting on the College's gender equality scheme.