

## **EQUAL PAY POLICY STATEMENT**

As an equal opportunities employer the Board of Strathclyde Fire and Rescue is committed to the principle of equal pay for all our employees. We aim to eliminate any sex bias in our pay systems.

We understand that equal pay between men and women is a legal right under both domestic and European legislation.

It is in the interest of Strathclyde Fire and Rescue to ensure that we maintain fair and just pay systems. It is important that employees have confidence in the process of eliminating sex bias and we are therefore committed to working in partnership with our recognised trade unions to ensure that we provide fairness and equality in the workplace and our pay systems.

We believe that in eliminating sex bias in our pay systems we are sending a positive message to our staff and to the communities we serve. It makes good business sense to have fair and transparent reward systems and it helps us to control costs. We recognise that avoiding unfair discrimination will improve morale and enhance efficiency.

Our objectives are to:

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

We will:

- Periodically implement an equal pay review in line with EOC guidance for all current staff and starting pay for new staff (including those on maternity leave, career breaks, or non-standard contracts)
- Plan and implement actions in partnership with trade union / employee representatives
- 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
- In conjunction with trade union/employee representatives, monitor pay statistics annually.