

Appendix 1

West Dunbartonshire Council Equal Pay Statement

West Dunbartonshire Council is committed to the principle of equal opportunities in all aspects of employment and as an employer will continuously strive to treat all staff equally irrespective of their sex, marital/civil partnership status, age, race, ethnic origin, sexual orientation, disability, religion or belief, working pattern, employment status, gender identity (transgender), caring responsibility, or trade union membership. As part of this principle all employees should receive equal pay for the same or broadly similar work for work rated as equivalent and for work of equal value.

With this in mind West Dunbartonshire Council will operate a pay and benefits system which is transparent, based on objective criteria, and free from bias.

In support of this commitment to equality in pay, West Dunbartonshire Council will:

- examine existing and future pay practices for all employees to ensure that they comply with equal pay legislation
- carry out regular monitoring of the impact of these practices
- inform employees of how these practices work and how their pay and benefits are arrived at
- provide training and guidance for those involved in making decisions about pay and benefits
- consult on all changes to pay policy with trade union representatives

Through these actions West Dunbartonshire Council will aim to avoid unfair discrimination in its pay and benefits system and reward fairly the skills, knowledge and competences of all employees.