Inverclyde Council Equality Mainstreaming Report and Equal Pay Statement 2025

1. Strategic Fit

Inverclyde Council believes in, and is committed to, the principle of equality of opportunity. The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion and inequality. It also recognises the benefits this brings to the community, the Council and its employees.

The vision for the Inverclyde area is *Getting it right for every child, citizen and community*. This means that the Council and its partners will work together to create a confident, inclusive Inverclyde with safe and sustainable, healthy, nurtured communities, and a thriving, prosperous economy, with active citizens who are resilient, respected and responsible and able to make a positive contribution to the area.

2. Governance

The Corporate Equalities Group (CEG) is chaired by the Corporate Director - Education, Communities and Organisational Development, and its Terms of Reference are to progress and reinforce the Council's commitment to equalities across all Council Services and, in doing so, ensure the Council meets its legislative requirements, as outlined in The Equality Act 2010.

The role of the CEG is to:

• establish a robust performance and planning framework for equalities;

• devise, monitor and report progress on the Council's Corporate Equality Outcomes and the Education Equality Outcomes;

• facilitate support for staff directly involved in delivering the Equality Outcomes;

• offer the relevant Council Services an opportunity to showcase improvement actions that relate directly to one or more of the Protected Characteristics;

 • engage with stakeholders on equalities issues;

• share information with the Council's Staff Disability Forum; and

• provide corporate governance and scrutiny on relevant Council improvement plans.

3. Employee Profile

For the purposes of this report, the head count represents each unique individual who works for Inverclyde Council. Some employees may have more than one job at the Authority, therefore, the head count figures used here, and for the breakdown of Protected Characteristics, may be less than other figures which express the number of jobs. Additionally, it should be noted that, where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

3.1 Employee Profile - Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	1,068	23.44	1199	23.52
Female	3,485	76.48	3893	76.38
Prefer not to say	≤5	-	≤5	-

What the data tells us: During the two reporting years, the male/female split of employees was consistent. Our workforce comprised around 23% male employees, with females making up 76% of our staff. It is pleasing to note that a very low number of employees opted for the prefer not to say response when asked about their Sex.

3.2 Employee Profile – Age

	2022/23		2023/24	
	No.	%	No.	%
Age in years				
16-19	50	1.10	41	0.80
20-29	562	12.33	650	12.75
30-39	854	18.74	942	18.48
40-49	1,017	22.32	1159	22.74
50-59	1,417	31.10	1448	28.41
60-65	566	12.42	708	13.89
> 65	91	2.00	149	2.92

What the data tells us: Between 2022/23 and 2023/24, there were not significant changes in percentage terms of the age bands of employees. The highest percentage is within the 50-59 age bracket.

3.3 Employee Profile – Disability

	2022/23		2023/24	
	No	%	No	%
Disability	188	4.13	223	4.38
No disability	3,784	83.04	4263	83.64
Prefer not to answer	186	4.08	191	3.75

Null/Blank	399	8.76	420	8.24

What the data tells us: Between 2022/23 and 2023/24, there were not significant changes in percentage terms in relation to the disability classification of employees.

3.4 Employee Profile – Ethnicity

All staff	2022/23		2023-24	
	No.	%	No	%
White				
Scottish	3,703	81.26	4161	81.64
English	0	0	0	0.00
Welsh	0	0	0	0.00
Northern Irish	0	0	0	0.00
British	123	2.70	128	2.51
Irish	90	1.97	91	1.79
Gypsy/Traveller	0	0.00	0	0.00
Eastern European	≤5	-	10	0.20
Polish	≤5	-	9	0.18
Other white ethnic group	41	0.90	58	1.14
Mixed or Multiple Ethnic Groups				
Any mixed or multiple ethnic group	6	0.13	8	0.16
Asian, Asian Scottish or Asian British				
Pakistani, Pakistani Scottish or Pakistani British	≤5	-	≤5	-
Indian, Indian Scottish or Indian British	≤5	-	≤5	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0	0	0.00
Chinese, Chinese Scottish or Chinese British	0	0	≤5	-
Other Asian, Asian Scottish or Asian British	0	0	0	0.00

African				
African, African Scottish or African British	8	0.18	13	0.26
African Other	≤5	-	≤5	-
Caribbean or Black				
Caribbean, Caribbean Scottish or Caribbean British	≤5	-	≤5	-
Black, Black Scottish or Black British	≤5	-	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
Arab	≤5	-	≤5	-
Other	14	0.31	16	0.31
Prefer not to answer	90	1.97	94	1.84
Null/Blank	461	10.12	491	9.63

What the data tells us: Scottish people comprised the majority of staff in both reporting years. Changes across other ethnicity groups were minimal.

3.5 Employee Profile – Sexual Orientation

All staff	2022/23		2023/24	
	No.	%	No.	%
Lesbian, Gay or Bisexual	86	1.89	105	2.06
Heterosexual/Straight	3,265	71.65	3735	73.28
Prefer not to answer	123	2.70	134	2.63
Null/Blank	1,081	23.72	1119	21.95
Other	≤5	-	≤5	-

What the data tells us: Between 2022/23 and 2023/24, there was a small increase in the percentage of employees selecting Heterosexual/Straight.

3.6 Employee Profile – Religion or Belief

All staff	2022/23		2023/24	
	No.	%	No.	%
Buddhist	7	0.15	8	0.16

Church of Scotland	769	16.88	849	16.66
Hindu	≤5	-	≤5	-
Humanist	0	0.00	0	0.00
Jewish	≤5	-	0	0.00
None	851	18.67	1039	20.38
Muslim	7	0.15	13	0.26
Other Christian	167	3.66	199	3.90
Other Religion	19	0.42	23	0.45
Pagan	≤5	-	≤5	-
Prefer not to answer	178	3.91	194	3.81
Roman Catholic	1,423	31.23	1594	31.27
Sikh	≤5	-	≤5	-
Null/Blank	1,129	24.78	1169	22.94

What the data tells us: When staff were asked about their Religion or Belief, the most popular responses were Roman Catholic, Null/Blank and None.

3.7 Employee Profile – Marriage and Civil Partnership Status

All staff	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	313	6.87	339	6.65
Living with Partner	368	8.08	379	7.44
Married/Civil Partnership	2,134	46.83	2391	46.91
Single	1,215	26.66	1433	28.11
Widowed	61	1.34	73	1.43
Prefer not to answer	203	4.45	212	4.16
Null/Blank	263	5.77	270	5.30

What the data tells us: Between the two reporting years, when they were asked about their Marriage and Civil Partnership Status, there was minimal percentage changes.

4. <u>Leavers</u>

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

4.1 Leavers – Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	120	25.48	143	32.80
Female	349	74.10	292	66.97
Prefer Not to Say	≤5	-	≤5	-

What the data tells us: Between the two reporting years, there was a percentage increase in the amount of males leaving.

4.2 Leavers - Age

Age group in years	2022/23		2023/24	
	No.	%	No.	%
Under 20	6	1.27	≤5	-
20-29	98	20.81	78	17.89
30-39	79	16.77	64	14.68
40-49	57	12.10	65	14.91
50-59	91	19.32	81	18.58
60-65	84	17.83	79	18.12
Over 65	56	11.89	64	14.68

What the data tells us: Over the two reporting years the greatest concentration of leavers was in the 50-59 age range.

4.3 Leavers – Disability

	2022/23		2023/24	
	No.	%	No.	%
Disability	22	4.67	27	6.19
No disability	384	81.53	360	82.57
Prefer not to answer	18	3.82	21	4.82
Blanks	47	9.98	28	6.42

What the data tells us: Over the reporting years a significant majority of leavers had no disability.

4.4 Leavers – Ethnicity

All staff	2022/23	2023/24

	No.	%	No	%
White				
Scottish	372	78.98	366	83.94
English	0	0	0	0
Welsh	0	0	0	0
Northern Irish	0	0	≤5	-
British	12	2.55	10	2.29
Irish	11	2.34	0	0
Gypsy/Traveller	0	0	0	0
Eastern European	0	0	0	0
White Polish	≤5	-	≤5	-
Other white ethnic group	7	1.49	9	2.06
Mixed or Multiple Ethnic Groups				
Other ethnic group	≤5	-	≤5	-
Asian, Asian Scottish or Asian British				
Pakistani, Pakistani Scottish or Pakistani British	≤5	-	0	0
Indian, Indian Scottish or Indian British	0	0	0	0
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0	0	0
Chinese, Chinese Scottish or Chinese British	0	0	0	0
Other Asian, Asian Scottish or Asian British	0	0	0	0
African				
African, African Scottish or African British	≤5	-	≤5	-
African Other	0	0	0	0
Caribbean or Black				
Caribbean, Caribbean Scottish or Caribbean British	0	0	0	0
Black, Black Scottish or Black British	0	0	0	0
Other Caribbean or Black	0	0	0	0

Other Ethnic Group				
Arab	0	0	0	0
Other	0	0	0	0
Prefer Not to Answer	7	1.49	11	2.52
Null/Blank	54	11.46	27	6.19

What does the data tell us: Over the two years the highest proportion of leavers were White Scottish.

4.5 Leavers – Sexual Orientation

	2022/23		2023/24	
	No.	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	14	2.97	15	3.44
Heterosexual/Straight	333	70.70	317	72.71
Prefer not to answer	21	4.46	22	5.05
Null/Blank	≤5	-	≤5	-

What the data tells us: Most leavers over the two reporting years were heterosexual/straight.

4.6 Leavers - Religion or Belief

	2022/23		2023-24	
	No.	**%**		%
Buddhist	0	0	2	0.46
Church of Scotland	76	16.14	61	13.99
Hindu	0	0	0	0
Humanist	0	0	0	0
Jewish	≤5	-	0	0
Muslim	≤5	-	≤5	-
None	116	24.63	100	22.94
Other Christian	16	3.40	22	5.05
Other Religion	≤5	-	≤5	-
Pagan	≤5	-	0	0
Roman Catholic	128	27.18	137	31.42
Sikh	0	0	0	0

	2022/23		2023/24	
Prefer not to answer	18	3.82	24	5.50
Null/Blank	111	23.57	83	19.04

What the data tells us: The highest percentage of leavers in relation to religion or belief is Roman Catholic over the reporting period.

4.7 Leavers - Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	24	5.10	38	8.72
Living with Partner	41	8.70	22	5.05
Married/Civil Partnership	189	40.13	180	41.28
Single	141	29.94	150	34.40
Widowed	7	1.49	6	1.38
Prefer not to answer	25	5.31	20	4.59
Null/Blank	44	9.34	20	4.59

What the data tells us: Most leavers over the reporting period were classified as Married/Civil Partnership.

5. Recruitment

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

5.1 Recruitment – Sex

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	1,788	23.65	551	23.93	143	24.03
Female	5,652	74.77	1,708	74.16	434	72.94
Prefer not to answer	25	0.33	≤5	-	≤5	-
Null/Blank	94	1.24	39	1.69	17	2.81

2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Male	3,574	24.78	149	21.75	147	22.76
Female	10,728	74.38	521	76.06	482	74.61
Prefer not to answer	37	0.26	≤5	-	≤5	-
Null/Blank	85	0.59	13	1.90	15	2.32

What the data tells us: During the last two reporting years, the male/female split of prospective Council employees was broadly similar: male applicants comprised around a quarter, with females making up around three quarters of applicants.

Applications for Promoted Posts	2022/23		2023-24	
	No.	%	No.	%
Male	75	36.90	348	28.93
Female	128	63.10	852	70.82
Prefer not to answer	0	0.00	≤5	-
Null/Blanks	0	0.00	0	0.00

What the data tells us: In terms of applications for promoted posts, an increased percentage of female employees applied in 2023-24.

Successful applications for promoted posts	2022/23		2023-24	
	No.	%	No.	%
Male	9	31.00	26	23.42
Female	20	69.00	85	76.58
Prefer not to answer	0	0.00	0	0.00
Null/Blanks	0	0.00	0	0.00

What the data tells us: In terms of those who successfully applied for promoted posts, an increased percentage of female employees were successful, consistent with the table above on applications.

5.2 Recruitment – Age

2022/23 Age group in years	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Under 20	164	2.17	49	2.13	29	4.79
20-29	2,434	32.20	719	31.22	169	27.93
30-39	2,204	29.16	686	29.79	154	25.45
40-49	1,205	15.94	385	16.72	113	18.68
50-59	976	12.91	301	13.07	95	15.70
60-65	281	3.72	74	3.21	18	2.98
Over 65	63	0.83	11	0.48	≤5	-
Blanks/Unknown	232	3.07	78	3.39	26	4.30

2023/24 Age group in years	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%

Under 20	291	2.02	21	3.07	18	2.79
20-29	5,384	37.33	180	26.28	177	27.40
30-39	4,066	28.19	176	25.69	170	26.32
40-49	2,276	15.78	136	19.85	132	20.43
50-59	1,521	10.54	111	16.20	105	16.25
60-65	433	3.00	33	4.82	19	2.94
Over 65	60	0.42	≤5	-	≤5	-
Blanks/Unknown	393	2.72	27	3.94	25	3.87

What the data tells us: Across the reporting years most applications came from the 20-29 age group. This followed through to the interview and appointment stages.

5.3 Recruitment – Disability

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Disability	259	3.43	112	4.86	17	2.81
No Disability	7,060	93.40	2,098	91.10	563	93.06
Prefer not to answer	146	1.93	54	2.34	8	1.32
Blanks	94	1.24	39	1.69	17	2.81

2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Disability	446	3.09	44	6.42	17	2.63
No Disability	13,663	94.72	620	90.51	611	94.58
Prefer not to answer	230	1.59	6	0.88	≤5	-
Blanks	85	0.59	15	2.19	13	2.01

What the data tells us: Between the reporting years there were similar levels of conversion of from application to appointment.

5.4 Recruitment – Ethnicity

Applications	2022/23		2023/24	
	No.	%	No.	%

White				
Scottish	6445	85.26	11524	79.89
English	0	0.00	0	0.00
Welsh	0	0.00	0	0.00
Northern Irish	0	0	0	0.00
British	0	0	0	0.00
Irish	53	0.70	100	0.69
Gypsy/Traveller	0	0	0	0.00
Eastern European	0	0	0	0.00
Polish	24	0.32	28	0.19
Other British	249	3.29	475	3.29
Other white ethnic group	207	2.74	546	3.79
Mixed or Multiple Ethnic Groups				
Any mixed or multiple ethnic group	69	0.91	159	1.10
Asian, Asian Scottish or Asian British				
Pakistani, Pakistani Scottish or Pakistani British	22	0.29	132	0.92
Indian, Indian Scottish or Indian British	41	0.54	188	1.30
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	≤5	-	11	0.08
Chinese, Chinese Scottish or Chinese British	17	0.22	26	0.18
Other Asian, Asian Scottish or Asian British	12	0.16	96	0.67
African				
African, African Scottish or African British	54	0.71	≤5	-
African - Other	97	1.28	603	4.18
Caribbean or Black				
Caribbean, Caribbean Scottish or Caribbean British	≤5	-	43	0.30

Black, Black Scottish or Black British	≤5	-	≤5	-
Other Caribbean or Black	6	0.08	39	0.27
Other Ethnic Group				
Arab	9	0.12	≤5	-
Other	13	0.17	158	1.10
Prefer not to answer	140	1.85	205	1.42
Null/Blank	94	1.24	85	0.59

What the data tells us: Across the reporting years there was a slight reduction in the percentage of White Scottish candidates. There were increases across other ethnic groups.

Interviews	**2022/23**		**2023/24**	
	No.	**%**	**No.**	**%**
White				
Scottish	2002	86.93	583	85.11
English	0	0.00	0	0.00
Welsh	0	0.00	0	0.00
Northern Irish	0	0.00	0	0.00
British	0	0.00	0	0.00
Irish	20	0.71	≤5	-
Gypsy/Traveller	0	0.00	0	0.00
Eastern European	≤5	-	0	0.00
Polish	10	0.43	≤5	-
Other British	70	3.04	12	1.75
Other white ethnic group	51	2.21	12	1.75
Mixed or Multiple Ethnic Groups				

Any mixed or multiple ethnic group	21	0.91	9	1.31
Asian, Asian Scottish or Asian British				
Pakistani, Pakistani Scottish or Pakistani British	8	0.35	0	0.00
Indian, Indian Scottish or Indian British	8	0.35	≤5	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0.00	0	0.00
Chinese, Chinese Scottish or Chinese British	6	0.26	≤5	-
Other Asian, Asian Scottish or Asian British	≤5	-	≤5	-
African				
African, African Scottish or African British	11	0.48	≤5	-
African - Other	11	0.48	26	3.80
Caribbean or Black				
Caribbean, Caribbean Scottish or Caribbean British	0	0.00	≤5	-
Black, Black Scottish or Black British	0	0.00	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
Arab	≤5	-	≤5	-
Other	≤5	-	≤5	-
Prefer not to answer	45	1.95	9	1.31
Null/Blank	39	1.69	15	2.19

What this data tells us: There were similar trends across the reporting years.

Appointments	2022/23	2023/24

		No.	%	No.	%
White					
Scottish		539	89.09%	581	89.94
English		0	0.00	0	0.00
Welsh		0	0.00	0	0.00
Northern Irish		0	0.00	0	0.00
British		0	0.00	0	0.00
Irish		≤5	-	≤5	-
Gypsy/Traveller		0	0.00	0	0.00
Eastern European		0	0.00	0	0.00
Polish		≤5	-	≤5	-
Other British		19	3.14	9	1.39
Other white ethnic group		8	1.32	12	1.86
Mixed or Multiple Ethnic Groups					
Any mixed or multiple ethnic group		≤5	-	≤5	-
Asian, Asian Scottish or Asian British					
Pakistani, Pakistani Scottish or Pakistani British		≤5	-	0	0.00
Indian, Indian Scottish or Indian British		≤5	-	≤5	-
Bangladeshi, Bangladeshi Scottish or Bangladeshi British		0	0.00	0	0.00
Chinese, Chinese Scottish or Chinese British		0	0.00	≤5	-
Other Asian, Asian Scottish or Asian British		≤5	-	≤5	-
African					
African, African Scottish or African British		≤5	-	≤5	-
African - Other		0	0.00	≤5	-
Caribbean or Black					
Caribbean, Caribbean Scottish or Caribbean British		0	0.00	≤5	-

Black, Black Scottish or Black British	≤5	-	0	0.00
Other Caribbean or Black	0	0.00	0	0.00
Other Ethnic Group				
Arab	0	0.00	≤5	-
Other			≤5	-
Prefer not to answer	≤5	-	7	1.08
Null/Blank	17	2.81	15	2.32

What this data tells us: There were similar trends across the reporting years.

5.5 Recruitment – Sexual Orientation

2022/23	Applications		Interviews		Appointments	
	No.	**%**	**No.**	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	258	3.41	70	3.04	15	2.48
Heterosexual/Straight	6,899	91.27	2,087	90.62	554	91.57
Other	≤5	-	≤5	-	0	0.00
Prefer not to answer	297	3.93	104	4.52	18	2.98
Null/Blank	103	1.36	41	1.78	18	2.98

	Applications		Interviews		Appointments	
	No.	**%**	**No.**	**%**	**No.**	**%**
Lesbian, Gay or Bisexual	579	4.01	28	4.09	12	1.86
Heterosexual/Straight	13,139	91.09	616	89.93	604	93.50
Other	≤5	-	≤5	-	≤5	-

Prefer not to answer	584	4.05	24	3.50	15	2.32
Null/Blank	116	0.80	16	2.34	15	2.32

What the data tells us: In both reporting years, the majority of applicants told us they were Heterosexual/Straight when they were asked about their Sexual Orientation.

5.6 Recruitment – Religion or Belief

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	18	0.24	≤5	-	≤5	-
Church of Scotland	1,196	15.82	407	17.67	104	17.19
Hindu	24	0.32	≤5	-	≤5	-
Humanist	0	0.00	0	0.00	0	0.00
Jewish	24	0.32	9	0.39	0	0.00
Muslim	45	0.60	9	0.39	≤5	-
None	2,975	39.36	867	37.65	225	37.19
Other Christian	298	3.94	84	3.65	14	2.31
Other Religion	13	0.17	≤5	-	0	0.00
Pagan	14	0.19	≤5	-	0	0.00
Roman Catholic	2,482	32.84	770	33.43	215	35.54
Sikh	7	0.09	≤5	-	0	0.00
Prefer not to answer	369	4.88	103	4.47	27	4.46
Null/Blank	94	1.24	39	1.69	17	2.81

2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Buddhist	106	0.73	≤5	-	≤5	-
Church of Scotland	2,041	14.15	116	16.93	112	17.34
Hindu	99	0.69	≤5	-	0	0.00
Humanist	0	0.00	0	0.00	0	0.00
Jewish	10	0.07	0	0.00	0	0.00

Muslim	365	2.53	≤5	-	≤5	-
None	5,611	38.90	241	35.18	234	36.22
Other Christian	815	5.65	31	4.53	26	4.02
Other Religion	27	0.19	0	0.00	0	0.00
Pagan	52	0.36	≤5	-	≤5	-
Roman Catholic	4,404	30.53	234	34.16	225	34.83
Sikh	52	0.36	0	0.00	0	0.00
Prefer not to answer	757	5.25	36	5.26	31	4.80
Null/Blank	85	0.59	15	2.19	13	2.01

What the data tells us: In both reporting years, there were significant numbers of applicants, interviewees and appointees who chose the response None when asked about their Religion or Belief at various stages of the recruitment and selection process. Aside from the None response, when potential Council employees were asked about their Religion or Belief, the most popular responses were Church of Scotland and Roman Catholic.

5.7 Recruitment - Marriage and Civil Partnership Status

2022/23	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%
Divorced/Separated	409	5.41	105	4.56	34	5.62
Living with Partner	733	9.70	224	9.73	59	9.75
Married/Civil Partnership	2,265	29.96	706	30.66	197	32.56
Single	3,597	47.59	1,081	46.94	270	44.63
Widowed	81	1.07	26	1.13	6	0.99
Prefer not to answer	380	5.03	122	5.30	22	3.64
Null/Blank	94	1.24	39	1.69	17	2.81
2023/24	Applications		Interviews		Appointments	
	No.	%	No.	%	No.	%

Divorced/Separated	798	5.53	54	7.88	40	6.19
Living with Partner	1,064	7.38	66	9.64	62	9.60
Married/Civil Partnership	4,426	30.68	239	34.89	235	36.38
Single	7,266	50.37	276	40.29	270	41.80
Widowed	74	0.51	8	1.17	5	0.93
Prefer not to answer	711	4.93	27	3.94	20	3.10
Null/Blank	85	0.59	15	2.19	13	2.01

What the data tells us: During both reporting years, the most popular response when applicants were asked about their Marriage and Civil Partnership Status was Single.

6.0 Disciplinary Action

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

6.1 Disciplinary Action – Sex

	2022/23		2023/24	
	No.	%	No.	%
Male	29	51.79	27	45.76
Female	27	48.21	32	54.24

Over the period there was a small increase in disciplinary action in relation to females, and a consequent reduction in relation to males.

6.2 Disciplinary Action – Age

	2022/23		2023/24	
Age group in years	No.	%	No.	%
16-19	≤5	-	0	0.00
20-29	≤5	-	9	15.25
30-39	10	17.86	10	16.95
40-49	11	19.64	23	38.98
50-59	16	28.57	11	18.64
60-65	12	21.43	≤5	-
Over 65	≤5	-	≤5	-
Blanks	0	0.00	0	0.00

In 2023-24 a higher proportion of employees involved in disciplinary action were age 40-49. There were reduction in other age bands.

6.3 Disciplinary Action – Disability

	2022/23		2023/24	
	No.	%	No.	%
Disability	≤5	-	≤5	-
No disability	41	73.21	35	59.32
Prefer not to answer	≤5	-	≤5	-
Blanks (Unknown)	9	16.07	17	28.81

What the data tells us: Given that the majority of the elements of this data set have been anonymised and the significant proportion of Blanks, it would not be appropriate to provide commentaries.

6.4 Disciplinary Action – Ethnicity

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All staff	2022/23		2023/24	
	No.	%	No.	%
White				
Scottish	43	76.79	47	79.66
British	≤5	-	≤5	-
Irish	0	0	≤5	-
Polish	≤5	-	0	0.00
White Other	0	0	≤5	-
African Other	0	0	≤5	-
Other Ethnicity	0	0	0	0
Prefer not to answer	≤5	-	≤5	-
Null/Blank	9	16.07	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised it would not be appropriate to provide commentaries.

6.5 Disciplinary Action – Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	≤5	-	≤5	-
Living with Partner	≤5	-	≤5	-
Married/Civil Partnership	21	37.50	20	33.90
Single	16	28.57	24	40.68
Widowed	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null/Blank	4	7.14	≤5	-

What the data tells us: Given that the majority of the elements of this data set have been anonymised it would not be appropriate to provide commentaries.

7.0 Grievance

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

7.1 Grievance – Sex

	2022/23		2023/24	
Gender	**No.**	**%**	**No.**	**%**
Male	≤5	-	7	36.84
Female	9	75.00	10	52.63
Prefer Not to Answer	0	0.00	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

7.2 Grievance – Age

	2022/23		2023/24	
Age group in years	**No.**	**%**	**No.**	**%**
16-19	**0**	0.00	**0**	0.00
20-29	**0**	0.00	**0**	0.00
30-39	≤5	-	≤5	-
40-49	≤5	-	≤5	-
50-59	≤5	-	8	42.11
60-65	**0**	0.00	≤5	-
Over 65	≤5	-	≤5	-
Null/Blank	**0**	0.00	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

7.3 Grievance – Disability

	2022/23		2023/24	
	No.	**%**	**No.**	**%**
Yes, limited a little	≤5	-	0	0.00
Yes, limited a lot	0	0	0	0.00
No disability	≤5	-	10	52.63
Prefer not to answer	≤5	-	≤5	-
Blanks	≤5	-	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

7.4 Grievance – Ethnicity

All staff	2022/23		2023/24	
	No.	**%**	**No.**	**%**

White Scottish	9	75.00	12	63.16
White Irish	0	0	≤5	-
Other Ethnicity	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null/Blank	≤5	-	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

7.5 Grievance – Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	≤5	-	≤5	-
Living with Partner	0	0.00	≤5	-
Married/Civil Partnership	≤5	-	8	42.11
Single	≤5	-	≤5	-
Widowed	0	0.00	0	0.00
Prefer not to answer	≤5	-	≤5	-
Null/Blank	0	0.00	≤5	-

What the data tells us: Due to the small number of employees concerned it would not be appropriate to provide commentaries on the figures.

8.0 Flexible Working Requests

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

8.1 Flexible Working Requests – Sex

	2022/23		2023/24	
			No	%
Male	18	13.95	14	9.27
Female	110	85.27	137	90.73
Prefer not to answer	≤5	-	**0**	**0.00**

What the data tells us: The proportion of female employees who submitted a request to work flexibly increased between the two reporting years.

8.2 Flexible Working Requests – Age

	2022/23		2023/24	
Age group in years	**No.**	**%**	**No.**	**%**
16-19	0	0.00	0	0.00
20-29	10	7.75	17	11.26
30-39	39	30.23	46	30.46
40-49	19	14.73	34	22.52
50-59	35	27.13	36	23.84
60-65	20	15.50	15	9.93
Over 65	6	4.65	≤5	-

What the data tells us: Between the two reporting years there were some fluctuations in the age groups of those who submitted a request to work flexibly.

8.3 Flexible Working Requests – Disability

	2022/23		2023/24	
	No.	**%**	**No.**	**%**
Disability	≤5	-	10	6.62
No disability	102	79.07	128	84.77
Prefer not to answer	≤5	-	11	7.28
Blanks	20	15.50	≤5	-

What the data tells us: A significant majority of employees who submitted requests had no disability.

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8.4 Flexible Working Requests – Ethnicity

All staff	2022/23		2023/24	
	No.	%	No.	%
White Scottish	95	73.64	117	77.48
White Irish	≤5	-	0	0.00
White Other	0	0	≤5	-
White Other British	≤5	-	≤5	-
Other Ethnicity	≤5	-	6	3.97
				0.00
Mixed or Multiple	≤5	-	≤5	-
Other Ethnicity	≤5	-	0	0.00
Prefer not to answer	≤5	-	≤5	-
Null/Blank	21	16.28	19	12.58

What the data tells us: A significant majority of employees who submitted requests were White Scottish.

8.5 Flexible Working Requests – Marriage and Civil Partnership Status

	2022/23		2023/24	
	No.	%	No.	%
Divorced/Separated	≤5	-	11	7.28
Living with Partner	24	18.60	20	13.25
Married/Civil Partnership	88	68.22	93	61.59
Single	9	6.98	21	13.91
Widowed	≤5	-	≤5	-
Prefer not to answer	≤5	-	≤5	-
Null	0	0.00	≤5	-

What the data tells us: A significant majority of employees who submitted requests were Married/Civil Partnership.

9. Adoption

The number of Council employees who were on Adoption Leave in both years was ≤5.

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from the Family Friendly and Work Life Balance Policy document - including details of the Adoption Leave Scheme - which is available to view on the Council's website.

10. Pregnancy and Maternity

The Council offers a broad range of assistance to pregnant employees and those who return to work after having a baby that go beyond the statutory requirements. The Council does not wish any member of staff to feel discriminated against because of their Pregnancy or Maternity Status.

The Council is committed to providing a range of family friendly benefits to both parents and carers. More details are available from The Family Friendly and Worklife Balance Policy which may be of particular interest to employees who are pregnant; the document is available to download from the Council's website.

11 Equal Pay

Where data in the tables is the equivalent of five or less, the information has been suppressed to protect the identity of current and historical employees.

11.1 Average Total Pay Analysis for Disability

Disability Pay Gap 2022/23

Equal Pay Work Group	Not Disabled		Disabled			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap
Modern Apprentices	54	9.05	12	8.91	£0.14	1.55%
1	282	10.88	15	10.9	-£0.02	-0.18%
2	255	11.49	14	11.49	£0.00	0.00%
3	941	12.07	35	12.07	£0.00	0.00%
4	206	13.37	15	13.17	£0.20	1.50%
5	499	15.1	27	15.19	-£0.09	-0.60%
6	155	17.26	10	17.4	-£0.14	-0.81%
7	121	19.29	7	19.25	£0.04	0.21%
8	169	21.22	12	21.29	-£0.07	-0.33%
9	36	23.02				
10	77	25.02	9	25.21	-£0.19	-0.76%
11	23	27.34	≤5	27.76	-£0.42	-1.54%
12	27	32.64	≤5	33.14	-£0.50	-1.53%
Chief Officers	11	50.99	≤5	66.58	-£15.59	30.57%
Depute/Principal Ed Psychologist	≤5	45.06				
Senior Educational Psychologist	≤5	41.75				
Educational Psychologist	6	35.66				
Music Instructor	9	23.88				
Teacher	431	25.59	15	25.39	£0.20	0.78%
Principal Teacher	85	32.49	≤5	32.52	-£0.03	-0.09%
Depute Head	25	38.05				
Head Teacher	22	44.59				
Quality Improvement Officer	≤5	42.11				
Quality Improvement Manager	≤5	46.33				
Total	3441	**£16.86**	179	**£16.52**	£0.34	**2.02%**

Not Disabled	3441	£16.86
Disabled	179	£16.52
Difference		0.34
Pay Gap		**2.02%**

The total head count is 4160. Blanks and prefer not to answer responses are 540

Principal Teacher - salaries for teachers are set nationally. The Pay Gap here is due to disabled employees being at the starting point for their grade. This will change as the employees progress through the salary points.

Disability Pay Gap 2023/24

Equal Pay Work Group	No Disclosed Disability		Disclosed Disability			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap
Modern Apprentices	56	£10.28	10	£10.31	-£0.03	-0.29%
1	277	£12.00	17	£12.00	£0.00	0.00%
2	246	£12.55	15	£12.55	£0.00	0.00%
3	619	£13.09	32	£13.05	£0.04	0.31%
4	488	£13.92	18	£13.95	-£0.03	-0.22%
5	512	£16.17	26	£16.27	-£0.10	-0.62%
6	156	£18.46	11	£18.39	£0.07	0.38%
7	119	£20.62	7	£20.76	-£0.14	-0.68%
8	164	£22.52	11	£22.57	-£0.05	-0.22%
9	39	£24.38				
10	83	£26.53	8	£26.81	-£0.28	-1.06%
11	25	£29.13	≤5	£29.44	-£0.31	-1.06%
12	28	£34.82	≤5	£35.15	-£0.33	-0.95%
Chief Officers	10	£54.05	≤5	£70.61	-£16.56	30.64%
Depute/Principal Educational Psychologist	≤5	£48.26				
Senior Educational Psychologist	≤5	£44.72				
Educational Psychologist	≤5	£38.29				
Music Instructor	10	£26.14				
Teacher	436	£27.69	15	£27.50	£0.19	0.69%
Principal Teacher	87	£34.99	≤5	£34.15	£0.84	2.40%
Depute Head Teacher	23	£40.77				
Head Teacher	22	£48.13				
Education Support Officer	≤5	£33.48				
Quality Improvement Officer	≤5	£46.74				
Quality Improvement Manager	≤5	£49.62				
Total	**3413**	**£18.31**	**178**	**£17.71**	**£0.60**	**3.28%**

No Disclosed Disability	3413	£18.31
Disclosed Disability	178	£17.71
Difference		0.6
Pay Gap		**3.28%**

Total Headcount is 4089 but Blanks and Prefer not to answer account for 498 people.

11.2 Average Total Pay Analysis for Ethnicity

Ethnicity Pay Gap 2022/23

Equal Pay Work Group	White British		Black/Minority Ethnic			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap
Modern Apprentices	64	9.02	≤5	9.12	-£0.10	-1.11%
1	298	£10.87	8	£10.90	-£0.03	-0.28%
2	263	£11.49	9	£11.55	-£0.06	-0.52%
3	982	£12.07	28	£12.02	£0.05	0.41%
4	210	£13.36	8	£13.43	-£0.07	-0.52%
5	496	£15.10	35	£15.11	-£0.01	-0.07%
6	157	£17.27	11	£17.26	£0.01	0.06%
7	116	£19.30	10	£19.39	-£0.09	-0.47%
8	153	£21.23	19	£21.25	-£0.02	-0.09%
9	32	£23.00	≤5	£23.21	-£0.21	-0.91%
10	79	£25.06	8	£25.01	£0.05	0.20%
11	20	£27.32	≤5	£27.59	-£0.27	-0.99%
12	25	£32.68	≤5	£32.66	£0.02	0.06%
Chief Officers	12	£53.71	≤5	£49.44	£4.27	7.95%
Depute/ Principal Ed Psychologist						
Senior Educational Psychologist	≤5	£41.75				
Educational Psychologist	≤5	£37.16	≤5	£32.08	£5.08	13.67%
Music Instructor	8	£24.33	≤5	£20.30	£4.03	16.56%
Teacher	425	£25.64	20	£24.89	£0.75	2.93%
Principal Teacher	85	£32.47	≤5	£32.51	-£0.04	-0.12%
Depute Head	25	£38.05				
Head Teacher	22	£44.59				
Quality Improvement Officer	≤5	£42.68	≤5	£42.11	£0.57	1.34%
Quality Improvement Manager	≤5	£46.33				
Total	3482	£16.69	173	£18.10	-£1.41	-8.45%

White British	3482	£16.69
Not White British	173	£18.10

Difference		-1.41
Pay Gap		**-8.45%**

Note: Total Headcount is 4160 but blank and prefer not to answer account for 505 people.

Educational Psychologist - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

Music Instructors - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

Ethnicity Pay Gap 2023/24

Equal Pay Work Group	White British		Black/Minority Ethnic			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap
Modern Apprentices	65	10.28				
1	288	£12.00	10	£12.00	£0.00	0.00%
2	259	£12.55	8	£12.55	£0.00	0.00%
3	642	£13.09	19	£13.05	£0.04	0.31%
4	497	£13.91	22	£13.96	-£0.05	-0.36%
5	513	£16.17	31	£16.24	-£0.07	-0.43%
6	154	£18.46	13	£18.41	£0.05	0.27%
7	112	£20.65	10	£20.78	-£0.13	-0.63%
8	151	£22.54	20	£22.52	£0.02	0.09%
9	31	£24.44	7	£24.26	£0.18	0.74%
10	85	£26.55	7	£26.80	-£0.25	-0.94%
11	22	£29.08	≤5	£29.44	-£0.36	-1.24%
12	26	£34.80	≤5	£35.15	-£0.35	-1.01%
Chief Officers	11	£57.21	≤5	£52.44	£4.77	8.34%
Depute/Principal Educational Psychologist						
Senior Educational Psychologist	≤5	£44.72				
Educational Psychologist	≤5	£39.94	≤5	£34.35	£5.59	14.00%
Music Instructor	8	£26.40	≤5	£25.12	£1.28	4.85%
Teacher	426	£27.80	24	£26.09	£1.71	6.15%
Principal Teacher	87	£34.96	≤5	£34.16	£0.80	2.29%
Depute Head	23	£40.60				
Head Teacher	22	£48.13				
Education Support Officer						
Quality Improvement Officer	≤5	£46.74	≤5	£47.56	-£0.82	-1.75%
Quality Improvement Manager	≤5	£49.62				
Total	**3431**	**£18.13**	**185**	**£19.62**	**-£1.49**	**-8.22%**

White British	3431	£18.13
Black/Minority Ethnic	185	£19.62
Difference		-1.49

Pay Gap		-8.22%

Note: Total Headcount is 4089 but blank and prefer not to answer account for 473 people.

Educational Psychologist - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

Teachers - Salaries are set nationally. The pay gap here is due to staff being new in post at the starting point of the banding for their grade and will progress through salary points.

11.4 Average Total Pay Analysis for Gender

Gender Pay Gap 2022/23

Equal Pay Work Group	Male		Female			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap %
Modern Apprentices	37	£9.03	35	£9.05	-0.02	-0.22
1	47	£10.90	278	£10.87	0.03	0.28
2	76	£11.49	214	£11.49	0	0.00
3	176	£12.07	883	£12.07	0	0.00
4	131	£13.41	109	£13.29	0.12	0.89
5	105	£15.15	450	£15.10	0.05	0.33
6	64	£17.27	114	£17.29	-0.02	-0.12
7	51	£19.42	82	£19.23	0.19	0.98
8	45	£21.31	151	£21.20	0.11	0.52
9	13	£23.05	27	£23.01	0.04	0.17
10	35	£24.96	57	£25.09	-0.13	-0.52
11	15	£27.65	14	£27.07	0.58	2.10
12	10	£32.85	18	£32.56	0.29	0.88
Chief Officers	9	£50.02	≤5	£58.19	-8.17	-16.33
Principal/Depute Educational Psychologist	≤5	£45.06	≤5	£42.55	2.51	5.57
Senior Educational Psychologist			≤5	£41.75		
Educational Psychologist	2	£32.68	≤5	£37.16	-4.48	-13.71
Music Instructor	10	£24.83	9	£24.58	0.25	1.01
Teacher	123	£26.15	515	£26.24	-0.09	-0.34
Principal Teacher	47	£33.05	105	£32.36	0.69	2.09
Depute Head	9	£38.01	39	£37.67	0.34	0.89
Head Teacher	8	£44.99	24	£43.79	1.2	2.67
Quality Improvement Officer	≤5	£42.11	≤5	£42.87	-0.76	-1.80
Quality Improvement Manager	≤5	£46.33	≤5	£46.33	0	0.00
	1017	**£18.26**	**3139**	**£17.46**	**0.8**	**4.38**

Chief Officers have been grouped together to avoid identifying individual staff. Salaries are set nationally and staff will progress through salary points.

Principal/Depute Educational Psychologist - Salaries are set nationally. The pay gap here is due to employees being new in post at the starting point of the banding for their grade and will progress through salary points.

Gender Pay Gap 2023/24

Equal Pay Work Group	Male		Female			
	Count	Average Total Hourly Rate	Count	Average Total Hourly Rate	Difference	Pay Gap %
Modern Apprentices	40	£10.26	30	£10.32	-£0.06	-0.58
1	42	£12.00	277	£12.00	£0.00	0.00
2	70	£12.57	213	£12.55	£0.02	0.16
3	140	£13.09	560	£13.08	£0.01	0.08
4	155	£14.27	388	£13.78	£0.49	3.43
5	100	£16.14	467	£16.19	-£0.05	-0.31
6	63	£18.46	114	£18.47	-£0.01	-0.05
7	51	£20.74	82	£20.55	£0.19	0.92
8	42	£22.59	148	£22.53	£0.06	0.27
9	13	£24.33	29	£24.43	-£0.10	-0.41
10	33	£26.61	64	£26.55	£0.06	0.23
11	17	£29.24	14	£29.13	£0.11	0.38
12	10	£35.05	19	£34.72	£0.33	0.94
Chief Officers	8	£52.89	≤5	£61.72	-£8.83	-16.70
Depute/Principal Educational Psychologist	≤5	£48.26	≤5	£45.57	£2.69	5.57
Senior Educational Psychologist			≤5	£44.72		
Educational Psychologist	≤5	£36.45	≤5	£39.51	-£3.06	-8.40
Music Instructor	11	£26.77	9	£26.63	£0.14	0.52
Teacher	126	£28.16	508	£28.34	-£0.18	-0.64
Principal Teacher	44	£35.28	102	£34.87	£0.41	1.16
Depute Head Teacher	10	£40.42	36	£40.47	-£0.05	-0.12
Head Teacher	8	£49.16	21	£47.34	£1.82	3.70
Education Support Officer			≤5	£33.48		
Quality Improvement Officer	≤5	£47.56	≤5	£46.74	£0.82	1.72
Quality Improvement Manager	≤5	£49.62	≤5	£49.62	£0.00	0.00
	988	**£19.73**	**3097**	**£18.91**	**£0.82**	**4.16**

Total Headcount is 4089 but prefer not to answer accounts for 4 people

Chief Officers have been grouped together to avoid identifying individual staff. Salaries are set nationally and staff will progress through salary points.

Principal/Depute Educational Psychologist - Salaries are set nationally. The pay gap here is due to employees being new in post at the starting point of the banding for their grade and will progress through salary points.

We note a change between the two years in relation to Grade 4 employees. This reflects a regrading in Home Support Worker posts and a significant number of females starting at the bottom of this grade.

In relation to head teachers nationally set factors impact pay grades. A leadership programme supports teachers to progress through to headship. The gender pay gap information relating to head teachers will be considered in relation to this programme.

<u>12 Equal Pay Statement 2025</u>

Policy Statement

This Equal Pay Policy Statement sets out how the Council will comply with the legal duties set out in the Equality Act 2010 and in developing this policy statement, notice has been taken of the guidance published by the Equality and Human Rights Commission.

Inverclyde Council supports the principles of equal opportunities in employment and believes that all staff, regardless of their gender, ethnicity, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital/civil partnership status, ethnic origin and disability, should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

We believe it is in the Council's interest to ensure that pay is awarded fairly and equitably and proactive steps are taken to address equality issues and pay gaps between men and women. Unless barriers to men's and women's participation in occupations stereotypically dominated by one gender, and to women achieving the most senior posts are removed, then the Council cannot be confident that it is recruiting the most skilled and talented individuals. The attached charts show vertical and horizontal occupational segregation by gender, disability and ethnicity.

The Council's mainstreaming report shows that the ethnicity of the workforce is broadly reflective of the community it serves. However, the Council is not complacent about this and will continue to consider methods to attract the broadest possible range of applicants for vacant Council positions in order to ensure that, not just the characteristics of sex, disability and ethnicity, but all of the protected characteristics are appropriately represented within its workforce. Staff are actively encouraged to update their protected characteristic information and every three years a formal update exercise is undertaken.

According to our latest data for Inverclyde Council the Gender Pay Gap continues to decrease and we do not have detrimental ethnicity or disability pay gaps. However, we will continue to monitor these and take any appropriate steps to address any imbalance that occurs. Inverclyde Council are registered in the Disability Confident scheme and obtained level three which we believe will assist in attracting disabled applicants. As part of Disability Confident, we introduced a staff forum on disability to further engage with our disabled employees and staff that have an interest in disability. We believe, therefore, that we should operate a pay and grading system which is transparent, based on objective criteria and free from bias, on any grounds. We aim to avoid unfair discrimination, to reward fairly the skills, experience and potential of all employees thereby increasing motivation, loyalty, productivity and effectiveness and to enhance the Council's reputation and image.

The Council uses an analytical job evaluation system to assess the value of jobs and their place in the Council's grading structure. For teachers, promoted posts are subject to job sizing for salary purposes.

The Council's grading and pay scheme is based on job evaluation and therefore, satisfies equality impact assessments fully. The Council consulted with our Trade Unions to consolidate the National Living Wage into our pay and grading structure from 1st April 2019 and as part of this another EQIA was successfully completed.

In addition, the following is presented as a means of further demonstrating the Council's commitment to a culture of equality of opportunity:

- Introducing a disabled staff forum for disabled employees and those who have an interest in disability.
- Recruitment and selection – managers are trained to shortleet using experience and qualifications, other personal aspects of the applicant are not known by shortleet panel – interviews are competency based, successful candidates chosen on merit and captured for all to refer to against selection proforma with references only being taken up for successful candidates.
- British Sign Language - continue with the implementation of Inverclyde Council's BSL Plan.
- Work-life balance – our Family Friendly and Work Life Balance policy includes a range of varying working patterns for employees to consider.
- Flexible working – allows daily attendance flexibility.
- Modern Apprentices Scheme – to help recruit young people from that age bracket/group.
- Inverclyde Jobs Recovery Plan aims to create employment opportunities for local people.
- Disability Confident – fully signed up to support existing disabled staff and attract new disabled candidates.
- Workforce information and activity report – highlights equality amongst other reporting and poses challenges to address where relevant.
- Diversity training provided through face to face and e-learning opportunities.
- Equality awareness training will be promoted for all employees.
- Policies and procedures in place to support employees to raise examples of any behaviour exhibited against expected high equality standards – whistleblowing, grievance, dignity and respect and equality and diversity policies.
- Awareness of diversity of local population and recognition of the value for all groups represented in employee population.

Our Objectives

We have one simple objective:

- To eliminate any unfair, unjust or unlawful practices that impact on pay equality.

Our Actions

In order to put Inverclyde Council's commitment to providing equal pay into practice, we will:

- Continue to work with trade union representatives after previously implementing job evaluation and the Single Status Agreement which developed a pay and grading model free of sex-bias.
- The new Pay & Grading model introduced at Single Status is based on the national Job Evaluation scheme which was then applied locally following an equality impact assessment by a national expert.
- A favourable EQIA was carried out in March 2013 on our pay and grading structure by an independent expert and more recently in 2018 to our pay

and grading structure to incorporate the Living Wage into our pay and grading structure for 2019.
- In partnership with trade unions, implement regular equal pay reviews in line with EHRC guidance for all staff, to identify any pay gaps and their causes.
- Assess and review the findings of the equal pay review and take action to address any gaps identified.
- Assess and review occupational segregation data and take steps to address any issues identified.
- Provide training and guidance for those involved in determining pay and benefits.
- Inform employees of how these practices work and how their own pay is determined.
- Respond to grievances.
- Monitor pay statistics annually.

Responsibility for Delivering the Policy

The Council's Education, Communities and Organisational Development Corporate Director is the Corporate Management Team lead officer for monitoring and promoting equality across the Council and ensuring the delivery of the Council's Equality Outcomes. The Head of Organisational Development, Policy and Communications is responsible for meeting equalities duties in respect of employment and equal pay and will be responsible for ensuring the commitments made in this statement are implemented.