

The North Highland College UHI - Equal Pay Statement 2019

The North Highland College is committed to the principles of equal pay for all of our employees. We aim to eliminate any gender, disability-related or racial bias in our pay systems and recognise that equal pay between males and females is a legal right in accordance with both domestic and European law.

Accordingly, our pay and associated policies will aim to ensure equal pay with respect to remuneration, development and career progression and will seek to offer remuneration* which is appropriate to the size and weight of each job.

We will consult and inform our Trades Unions and all staff individually in all key pay-related policy decisions and will seek to make the grading structure which evolves from the National Scheme of Job Evaluation one we can all recognise as being fair.

We believe these efforts in avoiding unfair discrimination will ultimately improve morale and enhance our College's effectiveness and efficiency in fulfilling our goals and contribute to our vision as being an employer which attracts and retains the best staff available.

Our equal pay objectives are to:

- Comply with the outcomes of the National Scheme of Job Evaluation for support staff and back-date any outcomes to 1st September 2018
- Seek an agreement to undertake a similar exercise with teaching staff
- Identify any unfair, unjust or unlawful practices that impact upon pay
- Take action to eliminate any such practices
- Include reference to Disability and Race in our pay policies and equal pay statements in line with the requirements of the Scottish Government Public Sector Equality Duty

*Remuneration will include pay, overtime, bonuses schemes, holidays and pensions.