

Strathclyde Partnership for Transport

Equal Pay Statement 2007-2010

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Strathclyde Partnership for Transport (SPT) has a longstanding commitment to equality both in terms of the services it provides to the public and to the policies and procedures which apply to its employees.

This Equal Pay Statement, and the accompanying Gender Equality Scheme¹ reaffirm that commitment. Together, they ensure SPT complies with responsibilities placed upon it by the Gender Equality Duty².

The Gender Equality Duty came into force in April 2007. This duty requires SPT to have due regard to the need to:

- Eliminate unlawful discrimination and harassment on the grounds of sex.
- Promote equality of opportunity between men and women

One of the specific duties in the field of employment policy and practice is to ensure that SPT does not have a gender pay gap and therefore is not in breach of the Equal Pay Act 1970.

As part of meeting this specific duty³ SPT has produced this Equal Pay Statement.

SPT's Equal Pay Objective:

Address all sources of inequality in terms of pay that relate to, whether directly or indirectly, gender.

The Equal Pay Statement Action Plan sets out a range of initiatives which SPT will endeavour to fulfil over the next three years. By attaining these goals it is the intention of SPT to achieve its Equal Pay Objective objective.

In investigating sources of concern or inequality in terms of gender based pay issues SPT conducted extensive consultation both with employees themselves and with their recognised trade union representatives. Some of the issues which were raised contributed to the formulation of the detailed goals and objectives which are set out below. Moreover, SPT is committed to working with its trade union and employee representatives on an ongoing basis to continue to formulate the desired actions required to further ensure the fulfilment of our ultimate objective.

SPT has already undertaken one major measure which was designed to identify sources of concern and recommendations for action with regard to this topic. This measure, which was undertaken in advance of our legislative duty to do so, consisted of the carrying out of an 'Equal Pay Audit'. This audit was conducted by an independent and expert firm of consultants. These consultants set out to gauge pay equality internally and against external benchmarks. They set out in the final section of their report both a set of conclusions with regard to the current situation within SPT and a set of recommendations designed to redress any current imbalances in terms of pay and gender within SPT.

¹ SPT's Gender Equality Scheme will be available for download shortly at www.spt.co.uk/equality

² Equality Act 2006 and Sex Discrimination (Public Authorities) (Statutory Duties) (Scotland) Order 2007

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Following on therefore from the above we set out below an Action Plan which encompasses both general policy actions and objectives designed to achieve gender equality in terms of pay and those policy actions and objectives, designed to achieve the same end, arising from the Equal Pay Audit.

Equal Pay Statement: Action plan

Action	By Whom	By When	Outcome
1. Examine existing and future pay practices for all employees on regular basis.	HR/Finance	Ongoing	Redress any resultant gender based pay imbalances
2. Inform employees of how these practices work and how their pay is arrived at	HR	Ongoing and at Induction	Employees understand practices and how pay calculated.
3. Provide training for managers/supervisors involved in decisions about pay/benefits.	HR/Finance	Ongoing	Raise level of awareness over equal pay issues with relevant Managers/Supervisors.
4. Discuss/agree Equal Pay Policy/Practices with employee representatives	HR	Ongoing	Agree joint approach on policy/practices with employee representatives
5. Implement recommendations of Equal Pay Audit	HR	Ongoing	Ensure gender equality in pay
a) Review recruitment procedures to attract high calibre female candidates for jobs at middle/senior levels	HR	October 2008	Attract more high calibre female candidates
b) Takes steps to enable development of female employees	HR/Training	October 2008	Provide increased training facilities. Career development for female employees
c) Take measures to retain women over 45	HR/ Executive	October 2008	Increase retention rate of older female employees
d) Conduct ongoing monitoring of recruitment by gender	HR	Ongoing	Increase number of middle to senior positions filled by women
e) Undertake measures to attract more female minority ethnic applicants	HR	On going	Increase number of female minority ethnic employees

This Equal Pay Statement was approved by SPT's Executive Team. This statement is available on SPT's website at www.spt.co.uk. SPT will alert both its staff and employee representatives of its existence and contents. The Human Resources Department will monitor the attainment of the outcomes set out the aforementioned Action Plan. It will then inform the Personnel sub-committee and Corporate Equality Working Group of SPT on an annual basis of what progress has been made and what further action is required. The results of this monitoring exercise will then be published.

If you have any queries regarding this Statement, please use the following contact details:

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