

Equality Pay Statement

EQUAL PAY STATEMENT

In accordance with its wider values, as detailed in the College Strategic Plan 2006-2009, Motherwell College embraces the principles of equal opportunity. A key aspect of which is that male and female staff receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. When reviewing equal pay, in addition to gender, consideration will be to other strands of equality with reference to the College's Equal Opportunities Policy Statement and Code of Practice.

The College recognises its legal responsibilities in respect of equal pay under the Equal Pay Act 1970, as amended and other related UK and European legislation. As part of this commitment the College, in 2006, undertook a pilot of a competency based job evaluation system to assess its effectiveness and appropriateness for the Further Education Sector. The pilot produced an adapted system deemed suitable for this sector. Motherwell College is committed to implementing this revised system, working in partnership with cross-college management, Trade Union and Staff Representatives representative of the three Joint Negotiating Committees. College-wide role analysis, commencing 2007, will provide the basis of our equal pay review. The results will inform us of any inequalities in pay and will provide the basis for maintaining fair and equitable pay strategies.

The College will:

- Continue to annually review and modify, where necessary, its pay structures in line with legislative requirements and identified good practice;
- Continue to regularly assess and monitor the impact of its pay practices;
- Respond promptly to any complaints about equal pay;
- Continue to work in partnership with the recognised Trade Union and Staff

Representatives to provide equal pay.

It is intended that this commitment will ensure that staff are equitably rewarded through the application of agreed grading structures, avoiding discriminatory practices.

Motherwell College is committed to valuing equality and diversity and this will be reviewed annually in conjunction with the College Operational Plan. The College will publish a report detailing its progress on Equal Pay by September 2010.



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