



Rutland County Council

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24 January 2018

FREEDOM OF INFORMATION REQUEST – 87/18

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request:

Please consider this a request under the Freedom of Information Act.

Please could you:

1. Tell me if your council has completed an Equal Pay Audit.
2. Send me a copy of your latest Equal Pay Audit. I would prefer a PDF document as my ideal file format.

The organisation 'Close the Gap Partnership' defines an Equal Pay Audit as:

“A process which looks at pay arrangements within an organisation to find, and address, gender discrimination. It involves comparing the pay of groups of workers who are doing equal work in the organisation and then investigating any gaps between men’s and women’s pay.”

Please also see the following definitions under the Equality Act 2010, (Equal Pay Audits) Regulations 2014:

<http://www.legislation.gov.uk/ukdsi/2014/978011117330/regulation/1>

As perfect examples of the document I am looking for, please see these two Equal Pay Audits by Doncaster and Bury Councils:

Doncaster: <https://t.co/GfqoqU2hTa>

Bury: <http://www.bury.gov.uk/CHttpHandler.ashx?id=16109&p=0>

Response:

We note that the documents attached to the FOI were in fact **Gender Pay Gap reports** rather than **Equal Pay Audits**.

The Council does not have a current **Equal Pay Audit** report; however, our Council’s **Equality and Diversity Statement** includes the following:



“EMPLOYMENT PRACTICES

The Council recognises that a diverse workforce is better equipped to represent the community it serves. This is a key element in achieving the Council’s business objectives and informs our recruitment, retention and training policies. The Council will:

- *Take every possible step to ensure that individuals are given equal opportunities;*
- *Make decisions on recruitment, selection, training, promotion and career management solely on objective and job related criteria;*
- *Ensure equal and fair employment policies and practices for existing and potential future employees and volunteers;*
- *Provide appropriate training to support the policy;*
- *Expect employees to behave in a non-discriminatory manner and treat service users and colleagues fairly and with respect;*
- *Encourage employees to inform management of any alleged unlawful or unfair discriminatory acts or practices;*
- *Monitor the workforce and job applicants by age, disability, race, religion and belief, sex and sexual orientation and publish the results;*
- *Take prompt action to address any allegations of bullying, harassment or discrimination by using the appropriate Council policies and procedures.”*

The Council will publish its **Gender Pay Gap data** as at 31 March 2017 by 31 March 2018. This report will form part of the Council’s wider equality and diversity agenda and will include an Equal Pay Audit during 2018-19.

The Council operates a computerised job evaluation scheme to determine grades and their associated salaries. The scheme makes no reference to gender or any other personal characteristics which means that the Council pays the same salary to roles of equal value.

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If you are dissatisfied with the handling of your request please contact the Head of Corporate Governance, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP
You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator

Corporate Support Team, Rutland County Council