

## **Summary of changes – Equal Pay policy**

The main changes to the document are shown below.

- The Council's most up-to-date 'equal pay statement' has been incorporated on pages 3 and 4 of the document (which was also included in the Council's last Equality Outcomes and Mainstreaming Report).
- Two paragraphs under the 'Meeting Objectives' section on page 5 of the document have been removed as they are no longer relevant, both being related to the pre-implementation of 'Equal Pay and Modernisation' arrangements in the Council (which occurred in 2009).
- References in the document to the 'Equal Opportunities Commission' have been updated with the 'Equality and Human Rights Commission' and references to out of date legislative aspects (including the Gender Equality Scheme) have been replaced with reference to the Equality Act 2010 and the public sector equality duties.
- The section on occupational segregation on page 4 of the document has been amended to emphasise that single gender dominated jobs can occur in relation to both males and females (with the stated aim being to break down barriers to one gender moving into an area traditionally dominated by the opposite gender).
- Reference to the full two-day course on Recruitment and Selection have been removed under the section on 'Recruitment Processes' on page 4 of the document to refer just to training on recruitment and selection, with the format of that course having changed.