

EAST AYRSHIRE COUNCIL

GENDER EQUALITY DUTY - EQUAL PAY POLICY STATEMENT ACTION PLAN

1. PAY ARRANGEMENTS

No.	Action	Output	Timescale	Responsible officer
1.1	Carry out pay audit in all employee groups	Ensure that pay arrangements are fair, just and lawful	March 2010	Head of Personnel and Executive Director of Educational and Social Services
1.2	Report outcome of pay audit	Submit reports to Cabinet, Central JCC and LNCT	April 2010	Head of Personnel
1.3	Outcome of pay audit	Take any remedial action necessary	2010 onwards	Head of Personnel

2. OCCUPATIONAL SEGREGATION

No.	Action	Output	Timescale	Responsible officer
2.1	Gather and publish occupational segregation statistics	Provide statistics on which to identify possible action to be taken	Annually with 1 April census date	Head of Personnel
2.2	Analyse statistics and recommend action	To develop interventions to address occupational segregation	Annually following census date	Head of Personnel and Executive Directors

3. CAREER PROGRESSION

No.	Action	Output	Timescale	Responsible officer
3.1	Audit EAGER outcomes	Ensure that EAGER outcomes are free from bias	Annually in accordance with EAGER timetables	Head of Personnel and Executive Directors
3.2	Evaluate audit of EAGER	To identify any possible actions needed to enhance career progression	Annually following audit	Head of Personnel and Executive Directors

4. CARING RESPONSIBILITIES

No.	Action	Output	Timescale	Responsible officer
4.1	Carry out audit of utilisation of Work Life Balance provisions	Provide statistical information on which to identify possible action to be taken	Annually with 1 April census date	Head of Personnel
4.2	Analyse statistics and recommend any action required	To develop actions to ensure Work Life Balance provisions remain effective	Annually following census date	Head of Personnel