



# Equal Pay Statement

**Working**  
**at West**



# Equal Pay Statement

West College Scotland is committed to promoting and embedding equality of opportunity and inclusion in employment. We believe this extends to the way we pay our colleagues, and that pay should be applied fairly, consistently, and equitably. We are fully committed to the principle of equal pay for like work, work of equal value and work rated as equivalent under our job evaluation scheme for all employees.

We support the principle that everyone should receive equal pay for work of equal value, irrespective of their sex, race, disability, age, sexual orientation, gender identity or reassignment, religion or belief, marital or civil partnership status, maternity or pregnancy. We recognise that equal pay is a legal right and a key aspect of ensuring fairness and inclusion in our employment practices.

To achieve equal pay, we operate a transparent pay and grading structure which is based on objective criteria, underpinned by a robust job evaluation scheme. Our job evaluation process assesses the relative value of roles based on factors including knowledge, responsibility, complexity, and accountability. This approach supports the fair allocation of roles within our pay grading structure.

We also understand that achieving equal pay involves addressing wider causes of pay inequality beyond direct discrimination. We are committed to tackling occupational segregation, challenging stereotypes, improving access to learning and development opportunities, and fostering a culture that promotes a healthy work-life balance. In particular, we are committed to addressing both horizontal and vertical gender segregation in the College.

We report annually on our gender pay gap, disability pay gap, and ethnicity (BAME) pay gap through the HR Report. This allows us to monitor trends over time, assess the impact of our actions, and remain transparent and accountable in our approach to pay equity.

Our approach to pay and reward aligns with the principles of Fair Work. We work in partnership with our recognised trade unions and employee representatives, ensuring that staff have an effective voice in decisions which affect them. We have structures in place for consultation and engagement, including regular meetings with recognised unions, collaborative working on policy development, and involvement in change processes under our 'Be the Change' framework. We are committed to the following actions to promote and deliver equal pay:

- Maintaining a pay and grading structure that is free from bias, transparent, and based on objective criteria.
- Monitoring and reviewing our pay practices to ensure fairness, consistency, and compliance with equal pay legislation.
- Taking prompt and appropriate remedial action where any inequality is identified.
- Continuing to work in partnership with our recognised trade unions on matters of pay and reward.
- Promoting flexible and family-friendly working practices.
- Supporting career development and progression for all employees, regardless of background or personal characteristics.
- Publishing annual pay gap data for gender, disability, and ethnicity through the HR Report.

West College Scotland's Equal Pay Policy is reviewed regularly and is aligned with our Equality Outcomes and Fair Work commitments. We are committed to ongoing monitoring of pay and reward through equality impact assessment and regular reporting, ensuring that our practices support a diverse and inclusive workplace.

**Working**  
**at West**