

Equal Pay Statement 2025

This Equal Pay Statement covers all employees of Dumfries of Galloway College and sets out how the College will comply with the legal duties set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

Statement of Commitment

Dumfries and Galloway College is committed to ensuring equal pay for all employees, regardless of gender, ethnicity, disability, or any other protected characteristic. We have processes in place to determine pay and conditions of employment to ensure we do not discriminate unlawfully and are free from bias. The College is committed to acting to ensure that equal pay is in place for like work, work rated as equivalent and work of equal value.

We are committed to working with our recognised trade unions for both academic and support, currently these are EIS-FELA and Unison on matters relating to pay.

The College will align with the national job evaluation project for support staff. The system provided by FEDRA, is used widely within the FE Sector for support staff and has been tested for equalities and would not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex, or sexual orientation.

At Dumfries and Galloway College, we will:

- Continue to transparently publish our Gender Pay Gap data annually, along with our progress in addressing identified disparities.
- Continue to enhance our data collection and analysis, particularly regarding ethnicity and disability, to gain a deeper understanding of pay equity across all employee groups and report on this annually.
- Recruitment and Promotion Practices: We will continue to monitor and review our Recruitment and selection process to reduce any identified gender bias.
- Job Evaluation: Aligning with the national job evaluation project, a review of job descriptions and salary structures across all grades is crucial to ensure that pay is aligned with responsibilities, skills, and market value, regardless of gender

Actions

Dumfries and Galloway College will:

- Work in partnership with the Joint Trade Unions and monitor, review and maintain pay and reward systems to ensure they comply with best equal pay practice and current legislation.
- Take appropriate action to eliminate pay gaps/differences that cannot be satisfactorily explained on grounds other than a protected characteristic.
- Use an analytical job evaluation system (FEDRA) to assess the relative value of jobs within the College that determines the allocation of jobs within the relevant pay and grading structure
- Publish, monitor and analyse areas of occupational segregation around sex, disability and race and identify appropriate equalities action and outcomes
- Provide training and guidance on equal pay for those involved in determining pay and grading matters in terms of job evaluation and new appointments.
- Enable employees to understand how their pay is determined through effective communication and administration of fair and transparent pay systems
- Respond to Equal Pay concerns