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| --- | --- |
| **Name:**  (policy/ procedure/ practice/ function) | NHSGJ Equal Pay Statement 2025 |
| **Department:** | People Directorate / Corporate Governance |
| **Lead Contact:** | Laura Smith / Jenny Pope |
| **EQIA Assessor:** | Rob White |
| **Date:** | 17 February 2025 |



Use this section to provide details about the status **(new or existing)** of the policy/practice/procedure/function and provide an outline of the proposal including **aims**, **objectives** and **outcomes**.

Please note: All tables within this report are expandable.

|  |  |  |
| --- | --- | --- |
| **Status** | New | Existing |
| **Aims objectives & outcomes** | The NHSGJ Equal Pay Statement has been updated to align with a new OfS NHS Scotland template encompassing additional content to provide a contextual framework for our duty to deliver and evidence equal pay across the protected characteristics of Sex, Disability and Race.  Under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Golden Jubilee are to ensure we have due regards to the need to:   * Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality; * Promote equality of opportunity and the principles of equal pay throughout the workforce; and * Promote good relations between people sharing different protected characteristics in the implementation of equal pay | |



NHS Golden Jubilee has a legal requirement under the Public Sector Equality Duty to have due regard to the need to:

* Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
* Advance equality of opportunity between people who share a protected characteristic and those who do not.
* Foster good relations between people who share a protected characteristic and those who do not.

Provide details of how the work will impact **positively**, **negatively** or **neutrally** on people who share the characteristics below.

It will be helpful to consider any access issues, health inequalities or experiences of discrimination that might impact these groups within your area of work. It will also be helpful to think about human rights and whether these will be impacted for any group. Our rights are described in the [Human Rights Act](https://www.equalityhumanrights.com/en/human-rights/human-rights-act). Some groups are also protected by specific conventions, which are highlighted for your information in the relevant sections below.

There is no word count – you should include the information you think is required. Please ensure the information you use is evidence based (e.g. articles, public involvement, previous work). There is space at section 8 for you to record the evidence sources you use in your assessment.

|  |  |  |
| --- | --- | --- |
| Image result for family icon png | **Age** | Think about older people as well as children and young people, and their respective carers.  **United Nations Convention on the Rights of the Child (UNCRC)**  [Convention on the Rights of the Child](https://cypcs.org.uk/rights/uncrc/)  The UNCRC is a legally-binding international agreement setting out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities.  If children are specifically affected, please provide a high level overview here and then go to **appendix A** to undertake a more detailed assessment using the **UNCRC checklist**. |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| noun_care_2152472 | **Care Experience** | Think about children and young people up to the age of 26 who have experience of being in care. This can include foster care/supported care, kinship care, residential care, or being looked after at home with the support of a supervision order.  NHS Golden Jubilee is named as a corporate parent under the [Children and Young People (Scotland) Act 2014](https://www.legislation.gov.uk/asp/2014/8/contents/enacted). You can find information and working examples of what this means for us in our [Corporate Parenting Plan.](http://nwtc-sharepoint/sites/huddle/Policies/Corporate%20Parenting%20Plan.docx) |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Image result for wheelchair png | **Disability** | Think about people with sensory impairments, communication difficulties, learning disabilities, physical impairments, energy impairments, autism spectrum disorders, mental health conditions and Deaf users of British Sign Language. You might also consider unpaid carers here.  [Convention on the Rights of Person with Disabilities](https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html) |
| Positive impact | | The Equal Pay Statement has a positive impkact for the protected characteristic of Disability due to the transparent annual reporting and monitoring of pay gaps between disabled and non-disabled employees.  Following thematic analysis, the board will implement targeted measures to mitigate identified pay gaps to mainstream equalities with respect to this protected characteristic, if disparities are identified. |
| Negative | | n/a |
| Neutral impact | | n/a |
| Image result for gender reassignment png | **Trans Status** | This is about trans / transgender people - anyone whose gender does not match the sex they were assigned at birth.  [Understanding the Transgender Community – Human Rights Campaign](https://www.hrc.org/resources/understanding-the-transgender-community) |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Image result for marriage icon png | **Marriage & Civil Partnership** | Are there any implications for people who are married or in a civil partnership?  [Marriage and civil partnership discrimination – Citizen’s Advice Bureau](https://www.citizensadvice.org.uk/law-and-courts/discrimination/protected-characteristics/marriage-and-civil-partnership-discrimination/) |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Related image | **Pregnancy & Maternity** | Think about people who are pregnant, breast-feeding or who recently gave birth.  [Convention on the Elimination of All Forms of Discrimination against Women](https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx) |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Image result for race ethnicity icon png | **Race** | Think about people with non-white majority ethnicities. This includes gypsy/travellers.  [Convention on the Elimination of all forms of Racial Discrimination](https://www.ohchr.org/en/professionalinterest/pages/cerd.aspx) |
| Positive impact | | The Equal Pay Statement has a positive impkact for the protected characteristic of Race due to the transparent annual reporting and monitoring of pay gaps between people who fall into a minority racial group and who do not.  Following thematic analysis, the board will implement targeted measures to mitigate identified pay gaps to mainstream equalities with respect to this protected characteristic, if disparities are identified. |
| Negative impact | | n/a |
| Neutral impact | | **n/a** |
| Image result for multi faith png | **Religion or Belief** | Think about people who follow particular religions. For example: Judaism, Islam, Sikhism, Christianity etc. Are there particular beliefs or practices that might be impacted?  [International standards on freedom of religion or belief](https://www.ohchr.org/en/issues/freedomreligion/pages/standards.aspx) |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Image result for gender equality png | **Sex** | Think about any differences for women compared to men, or vice versa.  [Convention on the Elimination of all forms of Discrimination Against Women](https://www.ohchr.org/en/professionalinterest/pages/cedaw.aspx) |
| Positive impact | | The Equal Pay Statement has a positive impkact for the protected characteristic of Sex due to the transparent annual reporting and monitoring of pay gaps between MEN AND WOMEN.  Following thematic analysis, the board will implement targeted measures to mitigate identified pay gaps to mainstream equalities with respect to this protected characteristic, if disparities are identified. |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Image result for heart pngImage result for 9 icon png | **Sexual Orientation** | Think about people who are lesbian, gay or bi or who have another minority sexual orientation (e.g. are not heterosexual / straight).  [Combatting discrimination based on sexual orientation](https://www.ohchr.org/en/issues/discrimination/pages/lgbt.aspx) |
| Positive impact | | n/a |
| Negative impact | | n/a |
| Neutral impact | | n/a |
| Image result for british pound png | **Socio-economic** | Think about people living on low incomes and / or in deprived areas. If this is a strategic-level decision and the Fairer Scotland duty applies, you will need to give this characteristic detailed consideration. Otherwise, consider this as a cross-cutting issue(people who share a protected characteristic are more likely to experience poverty).  [The Fairer Scotland Duty Interim Guidance for Public Bodies](https://www.gov.scot/binaries/content/documents/govscot/publications/advice-and-guidance/2018/03/fairer-scotland-duty-interim-guidance-public-bodies/documents/00533417-pdf/00533417-pdf/govscot%3Adocument/00533417.pdf) |
| Positive impact | | NHS Golden Jubilee is a living wage employer, committed to the delivery of equal pay to all employees. The Equal Pay Statement demonstrates our stance on fair pay principles across our workforce regardless of personal circumstance and protected characteristic. |
| Negative impact | | n/a |
| Neutral impact | | n/a |



Where the policy/practice/procedure/function was identified to adversely affect (discriminate against) people who share a protected characteristic; provide details of how this impact will be eliminated, minimised or managed.

|  |  |  |  |
| --- | --- | --- | --- |
| **Protected Characteristic** | | **Actions** | **Person Responsible** |
| **All Characteristics** | | n/a |  |
| Image result for family icon png | Age | n/a |  |
|  | Care Experience | n/a |  |
| Image result for wheelchair png | Disability | n/a |  |
| Image result for gender reassignment png | Trans Status | n/a |  |
| Image result for marriage icon png | Marriage/Civil Partnership | n/a |  |
| Related image | Pregnancy & Maternity | n/a |  |
| Image result for race ethnicity icon png | Race | n/a |  |
| Image result for multi faith png | Religion or Belief | n/a |  |
| Image result for gender equality png | Sex | n/a |  |
| Image result for heart png | Sexual Orientation | n/a |  |
| Image result for british pound png | Socio-economic | n/a |  |



Provide an impact rating based on the degree to which the policy/practice/procedure/function will impact people who share a protected characteristic.

**Impact Rating Key**

**Low**

There is **little or no evidence** that some people are (or could be) differently affected by the policy/practice/procedure/function.

**Medium**

There is **some evidence** that people are (or could be) differently affected by the policy/practice/procedure/function.

**High**

There is **substantial evidence** that people are (or could be) differently affected by the policy/procedure/decision

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Protected Characteristic** | | **Low** | **Medium** | **High** |
| Image result for family icon png | Age |  |  |  |
|  | Care Experience |  |  |  |
| Image result for wheelchair png | Disability |  |  |  |
| Image result for gender reassignment png | Trans Status |  |  |  |
| Image result for marriage icon png | Marriage/Civil Partnership |  |  |  |
| Related image | Pregnancy & Maternity |  |  |  |
| Image result for race ethnicity icon png | Race |  |  |  |
| Image result for multi faith png | Religion or Belief |  |  |  |
| Image result for gender equality png | Sex |  |  |  |
| Image result for heart pngImage result for 9 icon pngImage result for 9 icon png | Sexual Orientation |  |  |  |
| Image result for british pound png | Socio-economic |  |  |  |



Provide details of stakeholder collaboration and consultation.

Refer to **Appendix** **B** for details of local and national charities and user groups which represent the Protected Characteristics defined by the Equality Act 2010.

|  |  |  |
| --- | --- | --- |
| **Name/job title**  **or Meeting/Group** | **Department or Organisation** | **Contact details** |
| NHS Scotland Equality and Diversity Leads Network | NHS Scotland | - |
| NHS Scotland HRD meeting | NHS Scotland | - |
| NHSGJ Equality, Diversity and Inclusion Group | NHS Golden Jubilee | - |



Regular reviews ensure that the policy, procedure or practice is kept up to date, and meets the requirements of current equality legislation.

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| --- | --- | --- |
| **Scheduled Review** | **Assigned contact** | **Review Date** |
| Rob White – Equality and Inclusion Lead | Nov 2026 |

Where a negative impact has been identified and remedial actions are being implemented, the policy owner should define a timescale for review.

|  |  |  |
| --- | --- | --- |
| **Identified**  **Issue** | **Assigned contact** | **Review Date** |
| n/a | n/a | As above |



Please detail all evidence and research utilised in order to support the rationale for this EQIA. (Include attachments where available).

[Equalities Evidence Finder](file://hcimax/Common/Equalities%20evidence%20finder)

|  |  |
| --- | --- |
| **Evidence & Research** | **Image result for attachment png** |
|  |  |



|  |  |
| --- | --- |
|  | **EQIA’s with low impact ratings** |

If your EQIA demonstrates low impact ratings for each Protected Characteristic, then you are all set to go!

Please ensure that you email a copy of your EQIA to [equalities@gjnh.scot.nhs.uk](mailto:equalities@gjnh.scot.nhs.uk) to allow us to maintain a central database of assessments for auditing purposes.

|  |  |
| --- | --- |
| Image result for email png | [**equalities@gjnh.scot.nhs.uk**](mailto:equalities@gjnh.scot.nhs.uk) |

|  |  |  |
| --- | --- | --- |
|  |  | **EQIA’s with medium or high impact ratings** |

If your EQIA has identified any **medium** or **high impacts** for people who share a Protected Characteristic, you will need to share your assessment with the Equality and Inclusion Lead who will review and advise next steps.

|  |  |
| --- | --- |
| Person icon symbol sign 644845 Vector Art at Vecteezy | [**Rob**](mailto:equalities@gjnh.scot.nhs.uk) **White: Equality and Inclusion Lead** |
| Image result for email png | [**robert.white@gjnh.scot.nhs.uk**](mailto:equalities@gjnh.scot.nhs.uk) |
| Telephone - Cell Phone Icon Circle Png Transparent PNG - 1442x1442 - Free  Download on NicePNG | **5480** |

**Organisational governance process**

Next, you need to share the EQIA with the people you’re working with on your project, policy, process or practice.  Not least because you should be proud of your work, but also because you should communicate the results of your assessment to project boards, organisational leaders, key stakeholders and others in a timely way, so that they can make informed decisions about the change you’re making.

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| --- | --- |
| **EQIA Assessor:** | Rob White |
| **Sign-Off Date:** | 17 February 2025 |

**Appendix A**

UNCRC Checklist

**If your proposal does not affect children and young people do not complete this section.**

If your proposal affects children and young people, use the evidence you have collected to explain how your proposal could impact Children’s Rights. Not all UNCRC rights may apply to your proposal. If this is the case, simply say ‘Not relevant’ or ‘no known relevance’.

|  |  |  |  |
| --- | --- | --- | --- |
| **UNCRC Right** | **How will your work limit or restrict this right?** | **How will your work progress this right?** | **Are any groups of children particularly impacted?** |
| **3. Best interests of the child** |  |  |  |
| **4. Making rights real** |  |  |  |
| **5. Family guidance as children develop** |  |  |  |
| **6. Life, survival and development** |  |  |  |
| **7. name and nationality** |  |  |  |
| **8. identity** |  |  |  |
| **9. Keeping families together** |  |  |  |
| **10. Contact with parents across countries** |  |  |  |
| **11. Protection from kidnapping** |  |  |  |
| **12. Respect for children’s views** |  |  |  |
| **13. Sharing thoughts freely** |  |  |  |
| **14. Freedom of thought and religion** |  |  |  |
| **15. Freedom of association and peaceful assembly** |  |  |  |
| **16. Protection of privacy** |  |  |  |
| **17. Access to information** |  |  |  |
| **18. Responsibility of parents** |  |  |  |
| **19. Protection from violence** |  |  |  |
| **20. Children without families** |  |  |  |
| **21. Children who are adopted** |  |  |  |
| **22. Refugee children** |  |  |  |
| **23. Disabled children** |  |  |  |
| **24. Enjoyment of the highest attainable standard of health** |  |  |  |
| **25. Review of a childs placement** |  |  |  |
| **26. Social and economic help** |  |  |  |
| **27. Food, clothing and safe home** |  |  |  |
| **28. Access to education** |  |  |  |
| **29. Aims of education.** |  |  |  |
| **30. Minority culture, language and religion** |  |  |  |
| **31. Rest, play, culture, arts** |  |  |  |
| **32. Protection from harmful work** |  |  |  |
| **33. Protection from harmful drugs** |  |  |  |
| **34. Protection from sexual abuse** |  |  |  |
| **35. Prevention from sale and trafficking** |  |  |  |
| **36. Protection from exploitation** |  |  |  |
| **37. Children in detention** |  |  |  |
| **38. Protection in war** |  |  |  |
| **39. Recovery and reintegration** |  |  |  |

**Appendix B**

Third sector organisations

|  |  |  |  |
| --- | --- | --- | --- |
| Image result for family icon png | Age | * Age UK | [www.ageuk.otg.uk](file:///E:/EQIA%20Review/www.ageuk.otg.uk) |

|  |  |  |  |
| --- | --- | --- | --- |
|  | Care Experience | * Become | https://www.becomecharity.org.uk/ |
| * CELCIS | [www.celcis.org](http://www.celcis.org) |
| * Who Cares? Scotland | www.whocaresscotland.org |
| * SCCYP | [www.sccyp.org.uk](http://www.sccyp.org.uk) |

|  |  |  |  |
| --- | --- | --- | --- |
| Image result for wheelchair png | Disability | * RNIB Scotland | [WWW.RNIB.ORG.UK](file:///E:/EQIA%20Review/WWW.RNIB.ORG.UK) |
| * Visibility | [WWW.VISIBILITY.ORG.UK](file:///E:/EQIA%20Review/WWW.VISIBILITY.ORG.UK) |
| * Action on Hearing Loss | [www.actiononhearingloss.org.uk](file:///E:/EQIA%20Review/www.actiononhearingloss.org.uk) |
| * Dementia UK | [www.dementiauk.org](file://nwtc-filesrv/users/whiter/EQIA%20Review/www.dementiauk.org) |
| * Alzheimer’s Society | [www.alzheimers.org.uk](file://nwtc-filesrv/users/whiter/EQIA%20Review/www.alzheimers.org.uk) |
| * Autism Alliance | [www.autism-alliance.org.uk](file://nwtc-filesrv/users/whiter/EQIA%20Review/www.autism-alliance.org.uk) |
| * Scottish Autism | [www.scottishautism.org](file:///E:/EQIA%20Review/www.scottishautism.org) |
| * Mind | [www.mind.org.uk](file:///E:/EQIA%20Review/www.mind.org.uk) |
| * Scope | [www.scope.org.uk](file:///E:/EQIA%20Review/www.scope.org.uk) |
| Image result for gender reassignment png | Trans Status | * Scottish Trans Alliance | [www.scottishtrans.org](file://nwtc-filesrv/users/whiter/EQIA%20Review/www.scottishtrans.org) |
| * Sparkie | [www.sparkie.org.uk](file:///E:/EQIA%20Review/www.sparkie.org.uk) |
| * Mermaids UK | [www.mermaidsuk.org.uk](file:///E:/EQIA%20Review/www.mermaidsuk.org.uk) |
| Image result for marriage icon png | Marriage/ Civil Partnership | * Equality Network | [www.equality-network.org](file:///E:/EQIA%20Review/www.equality-network.org) |
| Related image | Pregnancy & Maternity | * Maternity Action | [www.maternityaction.org.uk](file:///E:/EQIA%20Review/www.maternityaction.org.uk) |
| Image result for race ethnicity icon png | Race | * Race Equality Foundation | [www.raceequalityfoundation.org.uk](file:///E:/EQIA%20Review/www.raceequalityfoundation.org.uk) |
| * Ethnic Minority Foundation | [www.emfoundation.org.uk](file:///E:/EQIA%20Review/www.emfoundation.org.uk) |
| Image result for multi faith png | Religion or Belief | * Interfaith Scotland | [www.interfaithscotland.org](file:///E:/EQIA%20Review/www.interfaithscotland.org) |
| Image result for gender equality png | Sex | * Equality Now | [www.equalitynow.org](file:///E:/EQIA%20Review/www.equalitynow.org) |
| * Fawcett Society | [www.fawcettsociety.org.uk](file:///E:/EQIA%20Review/www.fawcettsociety.org.uk) |
| Image result for 9 icon pngImage result for heart pngImage result for 9 icon png | Sexual Orientation | * Stonewall Scotland | [www.stonewall.org.uk](file:///E:/EQIA%20Review/www.stonewall.org.uk) |
| * West Dunbartonshire LGBT Network | [www.lgbtwestdunbartonshire.com](file:///E:/EQIA%20Review/www.lgbtwestdunbartonshire.com) |
| * LGBT Youth Scotland | [www.lgbtyouth.org.uk](file:///E:/EQIA%20Review/www.lgbtyouth.org.uk) |
| Image result for british pound png | Socio-economic | * The Poverty Alliance | [www.povertyalliance.org](file:///E:/EQIA%20Review/www.povertyalliance.org) |
| * Citizens Advice | [www.citizensadvice.org.uk](file:///C:/Users/pearlstoneb/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/K6NYNGYS/www.citizensadvice.org.uk) |