

Duty to publish statements on equal pay

(A report published in response to Regulation 8 of the Public Sector Equality Duties, giving a statement on our policy on equal pay and providing information on the occupational segregation of staff in terms of gender, race, and disability).

Statement on equal pay

The National Library of Scotland aims to ensure fair and equal treatment of all staff, customers and other stakeholders and actively promote equality and diversity.

The National Library of Scotland's Equality Policy outlines the Library's approach to equality and sets out the key principles that the organisation will adhere to eliminate discrimination.

The Library opposes all forms of unlawful and unfair discrimination related to:

- gender (including gender reassignment)
- race (including ethnic origin, nationality, national origin)
- disability
- age
- sexual orientation
- religion or belief
- pregnancy or maternity
- marital status (including civil partnerships)
- working pattern (including part-time and temporary work).

The Library will take action to identify and eliminate any direct or indirect discriminatory practices, which act as barriers to achieving the Equality policy's aims. We aim to create an environment for our employees and customers which promotes dignity, respect and fair treatment for all.

As an employer, the Library:

- Makes sure that decisions on selection for employment, promotion, training or any other benefit are made objectively on the basis of aptitude and ability;
- Provides a safe and accessible working environment where all employees are treated with dignity and respect, and where the need to achieve a balance between work and personal responsibilities is recognised;
- Continues to develop fair and flexible employment policies and practices that respond to the different needs of employees;
- Provides effective procedures for reporting incidents of discrimination or harassment, from colleagues or customers, that make sure complaints are dealt with fairly and promptly;
- Develops and trains staff to help them recognise equality issues and further understand their role and responsibilities in achieving equality;
- Consults staff and Trade Unions to develop, monitor and implement the Equalities policy effectively.

The Library regards the current Pay and Grading review as an important step in modernising terms and conditions and also in ensuring that Equalities can be monitored and managed through effective use of HR systems and processes. Ensuring that NLS meets its obligations under the 2010 Equality Act and its Gender Equality Duty will require an Equalities Impact Assessment of the new remuneration arrangements before they are finalised.

To fully meet its statutory duty to remove any pay inequality which may be inherent in current structures and to put in place unified remuneration arrangements based on sound principles and best practice National Library of Scotland is:

- designing its grading structure with reference primarily to the results of the job evaluation exercise, but with due regard to organisational objectives and operational requirements,

to ensure a structure fit for purpose in accordance with the principles and best practice guidance

- adopting the guidance of the Equal Opportunities Commission (now EHRC) on monitoring the results of a job evaluation exercise to ensure that there is no gender bias in the placement of the grade boundaries
- developing its associated pay structure in a manner that is neither to the advantage or disadvantage of one group of employees as compared to the workforce as a whole.

Finally, the resilience and improved processes and procedures realised through the development of an HR Shared Service with National Galleries of Scotland will provide the data required to ensure equality of employment across both organisations.

Occupational Segregation at NLS

Summary (based on protected characteristics information provided by employees and recorded in HR System)

Gender

- 154 (49%) Female, 161 (51%) Male

Disability

- There are currently no employees that fall into a minority racial group that are disabled
- 9 (7%) Female employees are disabled – 1 x Band 1, 2 x Band 3, 2 x Band 4, 2 x Band 5 and 2 x Band 7 (28 did not disclose = 18%).
- 11 (9%) Male employees are disabled – 2 x Band 2 and 9 x Band 3 (40 did not disclose = 25%).
- Female disabled employees are across Bands 1, 3, 4, 5 and 7 and are employed in Reader Services (Access), Finance, Front of House, General Collections, Metadata, Rare Books and Music and Security and Cleaning.
- Male disabled employees are all Band 2 or Band 3 and are employed in Collection Support Services, Front of House, Security and Cleaning and Finance.

Minority Group

- 4 females (3%) identify as a minority racial group – 3 x Band 3, 1 x Band 5 (21 did not disclose) and are employed in Finance, Front of House, and Metadata.
- No males identify as a minority racial group (23 did not disclose).

We have chosen not to give a further breakdown of these statistics by specific unit or activity. This is because the numbers in each category are such that doing so would be likely to disclose the characteristics of identifiable individuals.