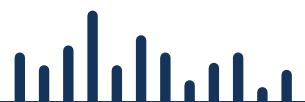


A photograph of a woman with long brown hair, wearing a grey blazer, smiling and shaking hands with another person. The image is overlaid with a semi-transparent blue circle.

# Equal Pay

## Getting it right

The increasing profile of equal pay is driving organisations, employees and trade unions to demand the highest standards in equality and reward. It is vital in this climate to get on the front foot and take a proactive approach to equal pay.





## How ECC can help?

An independent equal pay audit (EPA) enables an organisation to understand in detail pay differences between groups of employees. It also supports leaders to develop clear targeted plans to address any gaps.

Whilst it is not a legal requirement to carry out an audit, there are significant benefits to doing so to prevent spiralling issues such as reputational damage, unwanted media attention and potentially the costs of responding to equal pay claims.

## Why commission an equal pay audit?

- Send a positive message to colleagues and students about the bringing the organisation's values to life with a visible commitment to equal pay
- Demonstrate to employees and potential employees a real commitment to equality
- Build a trusting working relationship by ensuring employees have confidence in fair and transparent reward
- Reduces the risk of costly equal pay claims

## Why use ECC to carry out your EPA?

- In providing the HERA and FEDRA job evaluation schemes over many years, we have developed a deep understanding of pay and grading structures and can help ensure they support the principles of equal pay.
- Our extensive work in the education sector means that we appreciate the complexities and context of your pay structures and remuneration packages.
- We have comprehensive experience of carrying out audits and understand what is required to ensure your audit meets the recommendations enshrined in the EHRC and New JNCHEs guidance.
- Our team is well practiced in carrying out the analysis required and in providing practicable recommendations to address any issues identified.

**Our equal pay audits are tiered into three levels, providing flexible options to support you in the most appropriate way for your organisation.**

**To find out more, get in touch with us to arrange a no-obligation conversation with one of our expert Reward Consultants.**

To learn more about Equal Pay visit

[www.ecc.ac.uk/equalpay](http://www.ecc.ac.uk/equalpay)