# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 27 March 2025**

### **Title: NHS GJ Once for Scotland Equal Pay Statement**

### **Responsible Executives: Laura Smith – Director of People and Culture Jenny Pope – Deputy Director of People and Culture**

### **Report Author: Rob White – Equality and Inclusion Lead**

## 1 Purpose

**This is presented to** NHS Golden Jubilee Board **for:**

### Decision

### This report relates to a:

* **Government policy/directive**
* **Legal requirement**

### This aligns to the following NHSScotland quality ambition(s):

* **Person Centred**

**This aligns to the following NHSGJ Corporate Objectives:**

## 2 Report summary

## 2.1 Situation

The NHSGJ Equal Pay Statement has been updated to align with a new Once for 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. This paper is being brought to the group for approval

## Background

Under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Golden Jubilee are to ensure we have due regard 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

In order to demonstrate our compliance with the above legislative requirements, NHSGJ must:

* Publish gender pay gap information by 30 April 2025 and every two years thereafter, using the specific calculation set out in the Regulations;
* Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
* Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

## 2.3 Assessment

In the summer of 2024, the NHS Scotland Equality and Diversity Leads Network established a Short Life Working Group to generate a standardised Equal Pay Statement which can be adopted by all Scottish Health Boards to demonstrate a unified methodology towards delivering equal pay across the workforce adopting an intersectional approach to reflect real life circumstance. The proposed Equal Pay Statement was presented at the December Human Resources Directorate (HRD) meeting and subsequently updated in February 2025 following feedback from the Group.

The attached Equal Pay Statement has been modified to reflect NHS Golden Jubilee branding and internal governance gateways.

### 2.3.1 Quality/ Patient Care

n/a

### 2.3.2 Workforce

The Equal Pay Statement demonstrates our commitment to embedding equal pay principles across all job families and protected characteristics.

### 2.3.3 Financial

n/a

### 2.3.4 Risk Assessment/Management

n/a

### 2.3.5 Equality and Diversity, including health inequalities

* As detailed earlier in this paper, the Equal Pay Statement is a requirement under prescribed Equalities legislation, specifically The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012,
* An Equality impact assessment has been completed and is attached along with this paper.

### 2.3.6 Climate Emergency and Sustainability

n/a

### Communication, involvement, engagement and consultation

The Board has carried out its duties to involve and engage external stakeholders where appropriate:

* December 2025 - NHS Scotland HRD meeting
* December/October/August 2025 - NHS Scotland Equality and Diversity Leads meeting

### Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

* December 2025 - Equality Diversity and Inclusion Group

## 2.4 Recommendation

* **Decision** – Reaching a conclusion after the consideration of options.

## List of appendices

The following appendices are included with this report:

* Appendix No 1, Equality Impact Assessment