



Reference: RFI 1801075

**Request:**

Please consider this a request under the Freedom of Information Act.

Please could you:

- a. Tell me if your council has completed an Equal Pay Audit.**

North Tyneside Council is in the process of analysing its data to enable a report to be published by 30<sup>th</sup> March 2018 in compliance with the legislation.

- b. Send me a copy of your latest Equal Pay Audit. I would prefer a PDF document as my ideal file format.**

See answer above.

The organisation 'Close the Gap Partnership' defines an Equal Pay Audit as:

"A process which looks at pay arrangements within an organisation to find, and address, gender discrimination. It involves comparing the pay of groups of workers who are doing equal work in the organisation and then investigating any gaps between men's and women's pay."

Please also see the following definitions under the Equality Act 2010, (Equal Pay Audits) Regulations 2014: <http://www.legislation.gov.uk/ukdsi/2014/978011117330/regulation/1>

As perfect examples of the document I am looking for, please see these two Equal Pay Audits by Doncaster and Bury Councils:

**Doncaster:** <https://t.co/GfqoqU2hTa>

**Bury:** <http://www.bury.gov.uk/CHttpHandler.ashx?id=16109&p=0>

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