

Community Justice Scotland – Equal Pay Statement

Community Justice Scotland (CJS) is committed to the principles of equality, fairness and transparency in pay.

As a public body, CJS operates within the **Scottish Government Main Bargaining Unit (MBU)** and applies the Scottish Government's:

- Pay policy
- Job evaluation approach
- Terms and conditions of service

These arrangements ensure that pay structures are **standardised, transparent and subject to equality impact assessment at a national level.**

- **Alignment with Scottish Government Pay Policy**

CJS adopts the Scottish Government's pay and grading framework, which is designed to:

- Ensure **equal pay for work of equal value**
- Eliminate unlawful pay discrimination
- Promote fairness across:
 - Gender
 - Disability
 - Race

Further information on the Scottish Government's approach can be found here:

- Scottish Government Pay Policy:
<https://www.gov.scot/publications/scottish-government-public-sector-pay-policy/>
- Equality and Fair Work in the Scottish Government:
<https://www.gov.scot/policies/equality/>

Equal Pay Commitment

Within this framework, CJS is committed to:

- Applying Scottish Government pay scales consistently to all employees
- Ensuring that pay decisions are free from bias or discrimination
- Monitoring workforce data to identify and address any inequalities
- Supporting inclusive recruitment, progression and retention practices

Occupational Segregation

As a small organisation (c. 43 staff), CJS recognises that workforce composition may fluctuate year to year. We will continue to:

- Monitor representation across grades and roles
- Identify any patterns of occupational segregation
- Take proportionate action where appropriate

Gender Pay Gap

Given that CJS operates within nationally agreed pay arrangements, any gender pay gap is influenced primarily by:

- Workforce composition
- Distribution of roles across grades

We will publish and review gender pay gap information in line with our statutory duties under the **Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.**