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SCOTTISH STATUTORY INSTRUMENTS

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**2012 No. 162**

**The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012**

**Duty to publish statements on equal pay, etc.**

**8.—(1)** A listed authority must publish a statement containing the information specified in paragraph (2) no later than 30th April in—

- (a) 2013; and
- (b) each fourth year after that.

(2) The statement must specify—

- (a) the authority's policy on equal pay among its employees between—
  - (i) men and women;
  - (ii) persons who are disabled and persons who are not; and
  - (iii) persons who fall into a minority racial group and persons who do not; and
- (b) occupational segregation among its employees, being the concentration of—
  - (i) men and women;
  - (ii) persons who are disabled and persons who are not; and
  - (iii) persons who fall into a minority racial group and persons who do not,in particular grades and in particular occupations.

(3) The information published must be based on the most recent data available for a date when the authority had at least 150 employees.

(4) No publication is necessary if, throughout the period since these Regulations came into force or since publication was last due, the authority did not have 150 or more employees at any point.

(5) Paragraphs (2)(a)(ii) and (iii) and (2)(b)(ii) and (iii) apply only in relation to the second and subsequent statements published by a listed authority under paragraph (1).

(6) In paragraph (2), “racial group” is to be construed in accordance with section 9 of the Act.

(7) The Scottish Ministers must review from time to time whether the matters specified in paragraph (2) and the figure of “150” in paragraphs (3) and (4) should be amended.