

**From:** [Foi Enquiries](#)  
**To:** [REDACTED]  
**Subject:** FOI-17-0783 - Equal Pay  
**Date:** 28 June 2017 10:13:51  
**Attachments:** [Further Information - Right to Review & Appeal.pdf](#)

---

Dear [REDACTED]

Thank you for your information request of 31 May 2016 and subsequent clarification. Aberdeen City Council (ACC) has completed the necessary search for the information requested.

**I write under the Freedom of Information Act 2002 to ask the following questions with regards to equal pay at your council.**

**Could you please let me know how much the council has paid out under both compromise agreements and in equal pay claims and how much is still to be paid out under both compromise agreements and in equal pay claims.**

**1. How much the council has paid out to date under the Single Status Agreement?**

The Council has paid out approximately £27 million to date under the Single Status Agreement.

**2. How much the council has still to pay out under the Single Status Agreement?**

**3. Following the Court of Session ruling on 30 May 2017 that women at Glasgow City Council have been discriminated against via the introduction of payment protections which upheld male colleagues' earnings, whether your council has a similar liability and how much it estimates this will cost?**

In response to questions 2 and 3, ACC has considered your request for information and In order to comply with its obligations under the terms of Section 16 of the FOISA, ACC hereby gives notice that we are refusing your request under the terms of Section 36(1) - Information in respect of which a claim to confidentiality of communications could be maintained in legal proceedings.

ACC is of the opinion that this exemption applies because disclosure of this information into the public domain could hinder ongoing litigation (outstanding Equal Pay Claims). ACC is currently at a sensitive stage in the negotiations with solicitors acting on behalf of the Trade Unions or on behalf of individual claimants to try and reach either settlement or withdrawal of outstanding equal pay claims.

To release the requested information would demonstrate accountability and transparency on the part of ACC, however, disclosure of information relating to financial sums still to pay out and relating to claims about pay protection could prejudice the current negotiations.

The exemption claimed by ACC is a non-absolute exemption and where a non-absolute exemption applies, ACC is required by Section 16(2) of FOISA, to inform you as to why in all the circumstances of the case, the public interest in maintaining this exemption outweighs the public interest in disclosing this information to you.

ACC believes that in this case the public interest lies in withholding information where disclosure could prejudice the negotiation of resolutions to the equal pay claims.

We hope this helps with your request.

Yours sincerely,

Information Compliance Team

### **INFORMATION ABOUT THE HANDLING OF YOUR REQUEST**

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

Information Compliance Team  
Communications and Promotion  
Office of Chief Executive  
Aberdeen City Council  
Room 1-24  
Town House  
Broad Street  
ABERDEEN AB10 1AQ

[foienquiries@aberdeencity.gov.uk](mailto:foienquiries@aberdeencity.gov.uk)

01224 523827/523602

Tel 03000 200 292

\*03000 numbers are free to call if you have 'free minutes' included in your mobile call plan. Calls from BT landlines will be charged at the local call rate of 10.24p per minute (the same as 01224s).

[www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk)