



## **Congratulations to George Watson's College – Award winners for their Support Staff Job Evaluation Project**

ECC's Purpose is to enable excellence in equality and reward practice. We work with dozens of our members every year, supporting them in improving and developing their approaches across a range of HR activities including pay and grading, reward, equality, and performance management.

Our inaugural **Project of the Year Award** recognises and celebrates the success of our members, showcasing innovative and effective practices within the education and related sectors.

Our judging panel (chaired by ECC non-executive Director Hazel Robinson, with ECC Chief Executive Nicholas Johnston, and UHR's Helen Scott) was highly impressed by George Watson's project entry which clearly demonstrated positive change and improvement, delivering a fully transparent JE policy and process with up-to-date job descriptions that support recruitment and development alongside a clear support staff pay scale that supports their commitment as a Scottish Living Wage employer. And as well as having the confidence that they have 'future-proofed' their approach to pay, importantly they report better staff engagement as well.

