

# Policy

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**Title:** EQUAL PAY

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**Ref:** HR/REW

**Last updated:** 1 January 2009

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The University is committed to the principle of equal pay for all our employees. We aim to eliminate sex and other unlawful bias and ensure our reward systems are free of discrimination.

We understand that equal pay between men and women is a legal right under both Domestic and European law.

It is in the interest of the University to ensure that we have a fair and just reward system. It is important that employees have confidence in the process of eliminating unlawful bias. We are therefore committed to working in partnership with the trades unions recognised by the University to take action to ensure that we provide equal pay.

We believe that in eliminating unlawful bias and discrimination in our reward systems we are sending a positive message to our staff. We recognise that avoiding unfair discrimination will improve morale and enhance efficiency. It makes good business sense to have a fair, transparent reward system and it helps us to control costs.

Our objectives are to:

- Have a fair, transparent reward system
- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate remedial action.

We will:

- Implement an equal pay review in line with Equality and Human Rights Commission (EHRC) guidance for all current staff and starting pay for new staff (including those on maternity leave, career breaks, or non-standard contracts)
- Plan and implement actions in partnership with trades unions recognised by the University.
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined
- Respond to grievances on equal pay in accordance with our policies, procedures and Ordinances
- In conjunction with trade union/employee representatives, monitor pay statistics bi-annually.