

EQUAL PAY POLICY

Equal Pay Statement

The College supports the principle of equal opportunities involving concern with the principles of equality and the management of diversity in employment. As part of those principles, the College believes that male and female staff, those from different racial groups, those with or without disability, those of different sexual orientations, different religions or beliefs, and of different ages should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

The College understands that equal pay between men and women is a legal right under both domestic and European law; and that other legislation is in place in the UK, on race, disability, sexual orientation, religion or belief, age, part-time and fixed-term employees, which includes pay as part of its remit.

The College believes that it is in the institution's interest and in accordance with good practice that pay is awarded fairly and equitably.

The College recognises that, in order to achieve equal pay for employees doing equal work, a pay system should be operated which is transparent; based on objective criteria and free from bias on the grounds of sex, race, disability, sexual orientation, religion or belief, and age; and which does not discriminate unfairly between those on different contractual arrangements.

Action to implement policy

In order to put this commitment to equal pay into practice, the College will:

- Examine its existing and future pay practices for all College members of staff including part-time workers, those on fixed-term contract or contracts of unspecified duration, those on term-time only or hourly-paid contracts, and those who are absent on pregnancy and maternity leave
- Carry out regular monitoring of the impact of these practices
- Inform members of staff of how these practices work and how their own pay is arrived at
- Provide training and guidance for managers and supervisory staff involved in decisions about pay and benefits
- Discuss and agree the Equal Pay Policy and future Equal Pay Reviews with the College's recognised trade unions

The College intends through the above action to avoid unfair discrimination, to reward fairly the skills, experience and potential of its entire staff, and thereby to increase efficiency, productivity and competitiveness and enhance the organisation's reputation and image.

Approved by the Council on 28 November 2007