

EQUAL PAY POLICY

1 Equal Pay Statement

- 1.1** The Royal Veterinary College (the College) supports the principle of equal opportunities and believes as part of those principles that regardless of age, sex, marriage & civil partnership, race, disability, religion or belief, gender reassignment, transgender, sexual orientation, pregnancy & maternity all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.
- 1.2** The term pay in this context relates not just to base pay but to the overall package which includes other benefits such as annual leave, allowances, bonuses, overtime and pension entitlement.
- 1.3** The College believes that in its own interest and in accordance with good practice, pay should be awarded fairly and equitably.
- 1.4** The College recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent or work of equal value that it should operate a pay system which is transparent, based on objective criteria and free from bias. It is important that employees have confidence in the process and the College is committed to working with trade unions/employee representatives to take action to ensure that it provides equal pay. The College believes that in eliminating bias in our pay system it is presenting a positive message.

2 Policy Aims

The aim of this policy is to:

- Eliminate any unfair, unjust or unlawful systems and practices that impact on pay
- Take appropriate remedial action.

3.1 Action to Implement Policy

- 3.2** In order to put the College's commitment to equal pay into practice it will:
- regularly review its existing and future pay and reward systems and practices for all its employees;
 - implement and apply consistently, appropriate systems, such as institution-wide job evaluation and appraisal that support the aims of achieving equal pay and pay transparency
 - carry out regular monitoring of the impact of its systems and practices
 - provide training and guidance for managers and supervisory staff, as appropriate;
 - discuss and agree the equal pay policy with employees and trade unions, where appropriate.
- 3.3** The College intends through the above action to avoid discrimination, to reward fairly the skills and experience of its employees and thereby to increase efficiency, productivity and competitiveness and enhance the College's reputation.