

Our equal pay statement

We support the principle of equal opportunities in employment and believe that staff should receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent ; or
- work of equal value.

This is regardless of gender, race, colour, nationality, ethnic and national origin, sexual orientation, age, marital status, religion or belief, or whether or not they have a disability.

We understand that the right to equal pay between women and men is a legal right under both domestic and European law, and that other legislation is in place in the UK, concerning race, colour, nationality, ethnic and national origin, disability, sexual orientation, religion or belief, age, and part time and fixed term employees. This legislation includes provisions relating to pay.

We recognise 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, we should operate pay systems which are transparent, based on objective criteria and free from bias.

Our objective is to eliminate unfair, unjust or unlawful practices that impact on pay equality

To that end, we will undertake the following actions. We will:

- Review and monitor this policy statement and achievement against the key actions through our Partnership Forum and Person Centred Committee.
- Ensure there are communication systems in place to inform all employees on how pay practices work and how their pay is determined. Included will be information about what policies exist to deal with their concerns about their pay.
- Ensure that all managers and those involved in making decisions about pay, benefits and grading decisions are provided with policies and guidance to enable consistent and fair practice.
- To continuously monitor our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave.
- Undertake regular monitoring and review of the impact of our practices in line with the Equality Act 2010.

This statement has been agreed in Partnership.