

As an equal opportunities employer we are committed to the principle of equal pay for all our employees. We aim to eliminate any sex bias in our pay systems.

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 organisation to ensure that we have fair and just pay systems. It is important that employees have confidence in the process of eliminating sex bias and we are therefore committed to working in partnership with the recognised trade unions, representative bodies and external agencies. As good business practice we are committed to working with trade union/employee representatives to take action to ensure that we provide equal pay.

We believe that in eliminating sex bias in our pay system we are sending a positive message to our staff and customers. It makes good business sense to have a fair, transparent reward system and it helps us to control costs. We recognise that avoiding unfair discrimination will improve morale, enhance efficiency and underpin our commitment to treating staff with dignity, respect equality and fairness.

Our current practices designed to tackle inequalities in pay include:

- Human Resources involvement in all interview panel to ensure fair and transparent processes are adopted in the appointment of employees
- A clear commitment within our Equal Opportunities Policy not to discriminate in terms of gender in respect of pay
- Ensuring all job descriptions are written in an agreed format and assessed to a common standard

Our Objectives Are To:

- eliminate any unfair, unjust or unlawful practices that impact on pay, and
- take appropriate remedial action

We Will:

- Implement an equal pay review in line with EOC 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 trade union/employee representatives including implementing Single Status across the organization with the aim of ensuring equal pay for equal work for all relevant employees
- 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 as a priority
- In conjunction with trade union/employee representatives, monitor pay statistics annually
- Inform all employees of their statutory rights in terms of equal pay claims

28 August 2007