

# LEEDS BECKETT UNIVERSITY

## EQUAL PAY POLICY

### Equal Pay Statement

Leeds Beckett University (hereafter the University) supports the principle of equal opportunities in respect of the principles of equality and the management of diversity in employment. It believes that all staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value, including male and female staff, those from different racial groups, those with or without disabilities, those of different sexual orientations, different religions or beliefs, and different ages.

We understand 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.

It is in the University's interest and in accordance with good practice that pay is awarded fairly and equitably.

The University recognises that in order to achieve equal pay for employees doing equal work it is essential to operate a pay system 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 our commitment to equal pay into practice the University will:

- operate a pay system which is determined through the use of a job evaluation scheme.
- examine existing and future pay practices for all employees including part-time workers, those on fixed-term contracts or contracts of unspecified duration, those on term-time only or hourly-paid contracts, and those who are absent on pregnancy and maternity leave
- continue to undertake regular monitoring of the impact of our practices e.g. a programme of equal pay audits to examine existing and future pay practices
- inform employees 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

The University intends through the above action to avoid unfair discrimination, to reward fairly the skills, experience and potential of all our staff and thereby to increase efficiency, productivity and competitiveness and enhance its reputation and image.

*September 2009*