

**Equal Pay Policy  
Statement: v4**

Reference:	Equal Pay Policy Statement
Reviewed by:	Theresa Lewin
Responsible Director:	Andy Catterall
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Ratified by:	
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Version history	
V1	2015
V2	2018
V3	February 2021
V4	June 2024
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## **EQUAL PAY POLICY STATEMENT**

### **INTRODUCTION**

Liverpool Hope University is committed to the principle of equal opportunities for all employees and workers, regardless of sex, race, religion or belief, age, marriage and civil partnership, pregnancy and maternity, sexual orientation, gender reassignment, or disability. This fundamental principle is central to the ethos and mission of the University, coupled with its legal obligations arising from EU and UK legislation.

The University recognises that in order to achieve equal pay for employees doing work of equal value it should operate a pay system which is transparent, is based on objective criteria, and compliments the University's other associated policies.

The University believes that a transparent pay system sends a positive message to our staff and associated stakeholders that also help us to control costs.

### **ACTION TO IMPLEMENT POLICY**

The University is committed to:

- Implementing and maintaining HERA as a systematic job evaluation scheme which incorporates the principles of Equal Pay
  - Undertaking regular monitoring of the impact of the University's pay practices
  - Preparing an annual gender pay gap report through an analysis of our pay data, to identify any differences in the average pay between male and female workers, and publishing that information on our website
  - Providing guidance for managers and supervisory staff involved in decisions about pay and benefits
  - Plan and implement actions in partnership with staff and Trade Unions.
  - Inform employees of how these practices work and how their own pay is determined
  - Respond to grievances on equal pay as a priority
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- Regularly reviewing and changing this policy as appropriate.

Through these actions, the University intends to avoid unfair discrimination and reward fairly the skills, experiences and potential of all staff, thereby increasing efficiency, productivity and competitiveness and enhancing the University's reputation and image.

The Director of Personnel is responsible for implementing this policy and associated actions.