

EQUAL PAY POLICY STATEMENT

INTRODUCTION

The University has always endeavoured to pay its staff on the basis of equal pay for work of equal value. However, in light of the recent changes in employment legislation, the University feels it is timely to issue this Equal Pay Policy statement. This policy statement is based on the Equal Opportunities Commission guidelines and the JNCHEs Framework Agreement for Modernisation of Pay Structures agreed in July 2003. It is also borne out of the commitments made with the recognised Trade Unions at Liverpool Hope during the Framework Agreement negotiations.

EQUAL PAY STATEMENT

Liverpool Hope University supports the principle of equal opportunity for all staff. 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 complements 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 equal pay audits and monitoring of the impact of the University's pay practices
- 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
- 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 Human Resources is responsible for implementing this policy and associated actions.