



Policy Name:	Equal Pay Policy	P No : P1415-1490
Policy Owner:	Bethan Lewis	
Issue/Review Date:	August 2012	
Relevant Legislation / ACAS guidance if applicable:	Equality Act 2010	
Documents being replaced:		
<p>Policy Statement</p> <p>Swansea University is committed to the principle of equal pay for all its employees. It aims to eliminate any sex bias in its pay systems and practices.</p> <p>Equal pay between men and women is a legal right under both domestic and European Law. In the United Kingdom we are bound by the principles outlined in the Equality Act 2010, and the public sector equality duty specifications for Wales.</p> <p>Women are entitled to equality in pay and terms and conditions with men for:</p> <ul style="list-style-type: none"> • Like work (the same or broadly similar work) • Work rated as equivalent (different work, but rated as equivalent under the same job evaluation scheme) • Work of equal value (different work, but of equal value in terms of demands such as effort, skill and decision-making) <p>It is in the interest of the University to ensure that it has a fair and just pay system. It is important that employees have confidence in the process of eliminating bias through; age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation and the University is committed to working in partnership with the recognised trade unions to take action to ensure that it provides equal pay.</p> <p>The University believes that in eliminating bias in its pay system it is sending a positive message to its employees and customers. It is in the business interests of the University to have a fair, transparent reward system that helps to control costs. It recognises that avoiding unfair discrimination will improve morale and enhance efficiency.</p> <p>It is the responsibility of all those involved in determining pay, as part of recruitment or promotion processes, to make sure that University's equal pay principles are adhered to at all times.</p> <p>The objectives of this policy are to work towards:</p> <ul style="list-style-type: none"> • The elimination of any unfair, unjust or unlawful practices that impact on pay. • Take appropriate remedial action to rectify equal pay gaps. <p>Action</p> <ul style="list-style-type: none"> • Carry out regular pay audits for all staff. • Provide training, supported by guidelines for those involved in recruitment and promotion processes and determining pay. • Work in partnership with trade unions to plan and implement. • Respond swiftly to grievances raised on equal pay. 		

- Provide information to employees of how pay is determined and the University's commitment to equality of pay.

Definitions of HR terms used in this policy:

Supporting Procedures/Guidance Documents/Codes of Practice with P Nos. and hyperlinks: