
Equal pay policy statement

1. Introduction

- 1.1. The University of Leeds recognises the importance of equality and valuing diversity and we are committed to ensuring that all staff are treated equitably regardless of their age, race (including nationality, ethnic or national origin), disability, sexual orientation, gender (including staff who have undergone gender re-assignment), marital, civil partnership or parental status, religion or belief, or lack of religion or belief. We believe as part of these principles that staff should receive equal pay for work of equal value.
- 1.2. The University recognises that in order to achieve equal pay for employees carrying out equal work we should operate a pay system which is transparent, based on objective criteria and free from unfair bias on any grounds, including sex, race or disability. This is a fundamental principle which is central to University policy on equality and diversity and pay related policies and practices.

2. The legislative framework

Under the Equality Act 2010, both women and men have the right to equal pay for work of equal value; this applies to all employees regardless of full or part-time status, casual or temporary contract or length of service.

3. How will the University put equal pay in to practice?

The University is committed to ensuring that it:

- maintains a systematic role analysis scheme which incorporates the principles of equal pay;
- carries out regular monitoring of the impact of pay policies and practices and takes appropriate remedial action to resolve issues identified;
- provides guidance for managers involved in decisions about recruitment, pay, benefits and promotions;
- works in partnership with trade union representatives to ensure equality in pay and benefits;
- responds promptly to any complaints in relation to equal pay.

By following these principles the University intends to avoid unfair discrimination and reward.