

EQUAL PAY POLICY

1 Equal Pay Statement

1.1 The Royal Veterin (l)Tj 0.217 0 T35m (7 Tc()Tj EMC CTd [(q)0.5 (u)]TJ 0 Tc 0 Tw 1.229 0 Td (a)Tj 0.5543j -0.002

t

3.1 Action to Implement Policy

3.2 In order to put the College's commitment to equal pay into practice it will:

- regularly review its existing and future pay and reward systems and practices for all its employees;
- implement and apply consistently, appropriate systems, such as institution-wide job evaluation and appraisal that support the aims of achieving equal pay and pay transparency
- carry out regular monitoring of the impact of its systems and practices
- provide training and guidance for managers and supervisory staff, as appropriate;
- discuss and agree the equal pay policy with employees and trade unions, where appropriate.

3.3 The College intends through the above action to avoid discrimination, to reward fairly the skills and experience of its employees and to