

EQUAL PAY POLICY

1 Equal Pay Statement

1.1 The Royal Veterinary College (the College) supports the principle of equal opportunities and believes as part of those principles that regardless of age, sex, marriage & civil partnership, race, disability, religion or belief, gender reassignment, transgender, sexual orientation, pregnancy & maternity all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

1.2 The term pay in this context relates not just to base pay but to the overall package which includes other benefits such as annual leave, allowances, bonuses, overtime and pension entitlement.

1.3 The College believes that in its own interest and in accordance with good practice, pay should be awarded fairly and equitably.

1.4 The College recognises that it has a duty to ensure that its pay policy is fair and equitable and that it is applied consistently to all employees.