

Equal Pay Policy HRPS 29

General Statement on Equal Pay Policy

Middlesex University is committed to the principle of equal pay for work of equal value for all of its employees and understands that equal pay between men and women is a legal right under both UK and European law.

The University will ensure that it has a fair and just pay system which is transparent and based on objective criteria. As good business practice and to reflect its core values the University is committed to taking action to ensure that it provides equal pay for like work and work of equal value, regardless of someone's protected characteristic as described in the Equality Act 2010.

The University believes that the elimination of unfairness in our pay system sends a positive message to our staff, students and the wider community. It makes good business sense to have a fair, transparent pay system and it helps the University to control unnecessary costs. The University recognises that avoiding unfair discrimination improves morale and enhances efficiency.

Definitions

The 'equality of terms' provisions in the Equality Act 2010 entitle a woman doing equal work with a man in the same employment to equality in pay and other terms and conditions.

The Act implies a sex equality clause automatically into her contract of employment, ensuring that her contractual terms are no less favourable than his. The man with whom she is claiming equal pay is known as her comparator.

The comparator may be doing the same job as the woman, or he may be doing a different job. She can claim equal pay for equal work with a comparator doing work that is:

- The same, or broadly similar (known as like work)
- Different, but which is rated under the same job evaluation scheme as equivalent to hers (known as work rated as equivalent)
- Different, but of equal value in terms of demands such as effort, skill and decision-making (known as work of equal value).

The right of women and men to receive equal pay applies to:

- All employees, (including apprentices and those working from home) whether on full-time, part-time, casual or temporary contracts, regardless of length of service
- Other workers whose contracts require personal performance of the work
- Employment carried out within Great Britain or where there is a sufficiently close link between the employment relationship and the UK.

For the purpose of this policy and in line with relevant legislation, pay is defined as: “The ordinary basic or minimum wage or salary and any other consideration, whether in cash or kind, which the employee receives directly or indirectly, in respect of his/her employment from his/her employer.” Pay therefore, includes pensions, bonuses, and sick pay as well as other benefits of monetary value.

Objectives

Our objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay
- Take appropriate remedial action
- Review other University policies (such as Recruitment and Selection, Promotion, Market Supplements etc) to ensure consistency with Equal Pay Principles.

The University will:

- Implement equal pay reviews in line with Equality & Human Rights Commission guidance for all core staff
- Monitor starting pay for new staff
- Assess and review the findings of the equal pay review and take action where necessary
- Plan and implement actions from equal pay reviews
- Provide training and guidance for those involved in determining pay
- Inform employees of how these practices work and how their own pay is determined
- Respond to grievances on equal pay as a priority
- Regularly monitor pay statistics

Complaints

Complaints or enquiries about equal pay matters should, in the first instance, be made to the relevant line manager, Director of Service, or Dean. If however, the member of staff feels that this is inappropriate he/she may contact Human Resource Services, who will deal with the enquiry confidentially. If these informal approaches do not satisfy the employee the employee may submit an Equal Pay Questionnaire to Human Resource Services.

A questionnaire may be downloaded from:

[Process for complaints under the Equality Act 2010 | Home Office](#)

If the employee is not satisfied with the response to the questionnaire they may follow the [University Grievance Procedure](#)

Other useful web-sites:

EHRC- [advice and guidance](#)

UNISON [advice and guidance](#)

This Policy was approved by the Executive on 15 May 2004. Policy updated in May 2013.

May 2004 (amendments May 2013)