

# **Dundee College**

## **EQUAL PAY POLICY STATEMENT**

### **Forward**

In response to the requirements of the Gender Equality Duty, Dundee College published its Gender Equality Scheme in June 2007 and now publishes its Equal Pay Policy Statement. This statement will be reported on every 3 years

### **The Policy**

Dundee College is an equal opportunities employer and all staff will be treated equally, irrespective of their age, race, colour, nationality, ethnic or national origin, disability, sexual orientation, gender identity, marital/civil partnership status, religion or trade union membership, and will receive equal pay for work (or broadly similar work) of equal value.

In order to show commitment to equal pay the College will:

- ◆ Examine and review existing and future pay practices.
- ◆ Carry out regular monitoring of the impact of the College's pay practices.
- ◆ Provide training and guidance for managers directly involved in decisions about pay and benefits.
- ◆ Continue to work in partnership with the recognised Trade Unions on the actions and implementation of this Policy.

Through these actions the college aims to avoid unfair discrimination and reward the skills and experience of all staff.

The College believes it is in our best interest and good business practice to ensure pay is awarded fairly and equitably and in a transparent manner.