

Equal pay policy

1 Equal Pay Statement

- 1.1 Southern Rock Adventures Ltd believes in equal opportunities in employment and is committed to the principle that all employees should receive equal pay for equal work of equal value or work rated as equivalent. Southern Rock Adventures Ltd recognises that in order to achieve equal pay it should operate a pay system, which is transparent and based on objective criteria.

2 The legislative framework

- 2.1 Equal pay between men and women is a legal right under both domestic and European Union law. The relevant legislation in the United Kingdom is the Equal Pay Act 1970 and the European Community law, EU Directive on Fixed Term Work.
- 2.2 The legislation applies to all employees regardless of being full or part-time employed, casual or temporary contract or length of service. It requires employers to ensure that equal pay is given to employees who are carrying out like work, work seen as equivalent or of equal value.

3 Definitions

- 3.1 For the purpose of this policy and in line with relevant legislation, Article 141 of the Treaty of Rome defines pay as:
- "The ordinary basic or minimum wage or salary and any other consideration, whether in cash or kind, which the worker receives directly or indirectly, in respect of his (or her) employment from his (or her) employer"

- 3.2 Pay includes pensions, discretionary bonuses and sick pay as well as other additional benefits.

- 3.3 The situations of equal pay are defined as:

- 'Like work' is defined as work, which is the same or broadly similar
- 'Work rated as equivalent' is defined as work, which has achieved the same or similar number of points under a job evaluation scheme
- 'Work of equal value' is defined as work, which is of broadly equal value when compared under headings such as effort, skill and decisions

4 The objectives of the policy

- To eliminate any unfair, unjust or unlawful practices that impact on pay

Equal pay policy

- To take appropriate action to rectify equal pay gaps
- To respond appropriately to employee concerns

5 Action

- Carry out regular pay audits for all staff
- Respond promptly to grievances raised on equal pay
- Provide information to employees of how pay is determined and Southern Rock Adventures Ltd's commitment to equality of equal pay
- Undertake regular pay reviews
- Provide training, supported by guidelines for those involved in recruitment and promotion processes and determining pay

6 Complaints

Employees with complaints regarding equal pay should address them to Mark Rhodes, Director.