

## INTRODUCTION

McTaggart Group is committed to the principle of equal pay for like work, work of equal value and work rated as equivalent for all its employees and understands that equal pay between men and women is a legal right under both UK and European Law. The Policy does not form part of any employee's contract of employment and the Company may amend it at any time.

## EQUAL PAY STATEMENT

McTaggart Group supports the principle of equality and opportunity for all staff. It recognises the importance of, and is committed to, providing a fair, objective and transparent pay system which is free from gender bias. As good business practice and in the interests of equity and fairness our Company is committed to taking action to ensure that it provides equal pay for men and women for like work, work of equal value and work related as equivalent.

## RELEVANT LEGISLATION

The relevant legislation concerning equal pay is: Equal Pay Act 1970, Equal Pay (Amendment) Regulations 1983, Pensions Act 1995, Sex Discrimination (Public Authorities) (Statutory Duties) (Scotland) Order 2007 and the Equality Act 2010. The rights under this legislation apply to all employees' whether full or part-time, temporary, fixed-term or permanent contracts.

## DEFINITIONS

For the purposes of this Policy and in accordance with relevant legislation, *pay* is defined as; "The ordinary basic or minimum wage or salary or any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his or her employment from his or her employer" (Article 141 of the Treaty of Rome).

Pay, therefore, includes access to, and level of benefits under, occupational pension schemes, contractual and discretionary bonuses and sick pay as well as any other additional benefits.

*Like work* is defined as work which is the same or broadly similar;

*Work rated as equivalent* is defined as work which is rated as equivalent under a job evaluation exercise;

*Work of equal value* is work which is not 'like work' or 'work rated as equivalent' but which is nevertheless equal in terms of the demands made when compared under headings such as effort, skill and decision-making.

## OBJECTIVES

McTaggart Group's objectives relating to equal pay are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay;
- Take appropriate remedial action

To achieve these objectives the Company will:

- Respond to grievances on equal pay;
- Ensure that any differential in pay is due to a "material factor" such as length of service, skills and qualifications, performance and levels of responsibility

## RESPONSIBILITIES

Responsibility for this Policy and for ensuring that the Company's policies and procedures comply with Equal Pay legislation, rests with the Group Human Resources Manager.

Last review date: March 2019

Signed:

