



RoS Equal Pay Statement

RoS is committed to the principle of equal pay for all our employees and aims to determine pay and conditions of employment that do not discriminate unlawfully and are free from bias by ensuring that equal pay is in place for like work, work rated as equivalent and work of equal value. This includes equality on the basis of gender, race, age, pregnancy and maternity, gender reassignment, sexual orientation, religion or belief, marital/civil partnership status, ethnic origin and disability.

To achieve equal pay, RoS uses a job evaluation system to assess the relative value of all jobs across our organisation. This provides evidence in support of the allocation of each job within our pay grading structure.

Definitions

For the purposes of this statement 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 worker receives directly or indirectly, in respect of his/her employment from his/her employer. It therefore includes pensions, discretionary bonuses and sick pay as well as other benefits of monetary value.
- **Like work** - is defined as work that is the same or broadly similar. This can be determined by a general consideration of the types of work involved and the skill and knowledge required to do them.
- **Work of equal value** - is defined as work that is of broadly equal value when compared under headings such as effort, skill and decision making.
- **Work rated as equivalent** - is defined as work that has achieved the same or a similar number of points under a job evaluation scheme.

Our Objectives are to:

1. Ensure that there are no unfair, unjust or unlawful practices that impact on reward.
2. Investigate promptly and take appropriate remedial action where any inequality may arise.

In support of this commitment to equal pay, RoS will:

1. annually review our reward policy and practice so that trends and any anomalies are identified, investigated and resolved;
2. provide training and guidance for those involved in determining pay and the job evaluation process;
3. inform employees of how reward practices work and how their own reward is determined;
4. respond to grievances and other concerns on equal pay as a priority; and
5. discuss and agree changes to reward policy with trade union representatives, where appropriate.