

## EQUAL PAY POLICY

### 1 Equal Pay Statement

- 1.1 The Royal Veterinary College (the College) supports the principle of equal opportunities and believes as part of those principles that regardless of age, sex, marriage & civil partnership, race, disability, religion or belief, gender reassignment, transgender, sexual orientation, pregnancy & maternity all employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.
- 1.2 The term pay in this context relates not just to base pay but to the overall package which includes other benefits such as annual leave, allowances, bonuses, overti