



## ROMPERS PRIVATE NURSERY EQUAL PAY POLICY



### **Policy Statement:**

Rompers supports the principle of equality of treatment in employment and is committed to having procedures to determine the pay and conditions of employment of all our employees that do not discriminate unlawfully and are free from bias.

Here at Rompers, we understand that equal pay between; men and women, employees from different ethnic groups and disabled staff, is a legal right under UK and European Law.

**UNCRC Articles:** 2, 27.

### **Aims of this Policy:**

- To undertake annual equal pay reviews for nursery staff in line with national guidance issued on fair work practices.
- To ensure staff wage rates comply with National Living Wage (NLW) rates.
- To demonstrate a commitment to supporting the real Living Wage (RLW).
- To monitor salaries for newly qualified staff and starting salaries for new staff.
- To carry out annual review monitoring of the impact of our pay practices.

### **Procedures:**

- The Nursery Owner/Manager will undertake regular equal pay reviews in line with national guidance on pay rates; National Living Wage (NLW) and real Living Wage (RLW).
- Annual Pay Review meetings with staff will be held during the annual Appraisal Process and agreed pay increases will be effective from the following month's salary payment.
- Staff achieving PDA enhanced qualification and having achieved continuity in employment service of 12 months minimum, the nursery is committed to paying the real Living wage to these employees.
- If a member of staff has a complaint about the lack of equal pay they should, speak to Nursery Owner/Manager.

### **Monitoring:**

- This policy will be reviewed annually
- Any changes made throughout the year to the policy will be adjusted accordingly.

**Review:**

| Date          | Management     | Track of Changes     |
|---------------|----------------|----------------------|
| August 2021   | P. Guthrie     | none                 |
| March 2022    | TL - K         | none                 |
| February 2023 | Room Champions | UNCRC articles added |
| March 2023    | TL - Z         | None                 |
| November 2024 | P. Guthrie     | None                 |