

# EQUAL PAY POLICY

Anglian Land Drainage 2019



**Anglian Land Drainage is committed to the principle of equal pay and as such it recognises that women and men in the workforce should receive equal pay for work of equal value and that this principle is enshrined in both UK and European law.**

Anglian Land Drainage aims to ensure that its pay system is free of bias.

Fairness and equality across gender, age, race and disability are part of the values of Anglian Land Drainage.

The values of Anglian Land Drainage send a positive message on diversity and equality to managers, employees, potential employees, partners and customers and enhance productivity, efficiency and morale. The organisation is committed to working with its trade unions to take action to promote and implement equal pay.

In order to secure equal pay within Anglian Land Drainage, the following action will be taken:

- Review the current pay system to identify where gender bias may occur
- Agree and apply solutions to remedy any problems
- Consult with staff and keep them informed of changes
- Provide training and guidance for those involved in determining pay progression
- Carry out annual monitoring of pay statistics.

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