



Equal Pay Policy

Ilfracombe Town Council

1. Policy Statement

Ilfracombe Town Council recognises the importance of managing pay fairly and consistently in a way that motivates staff to make a positive contribution to the work of the Council.

The main aim of the Town Council is to ensure that staff are rewarded fairly for the work they do, that the Council is able to attract and retain suitably skilled staff and that the approach to pay and reward is affordable and supports the provision of cost effective public services.

The approach aims to reflect fairness and equality of opportunity, the need to encourage and enable staff to perform to the best of their ability and the desire to operate a transparent pay and grading structure.

Ilfracombe Town Council is an equal opportunities employer and ensures that pay and employment terms are determined without discrimination or bias. It ensures equality for all employees and operates a transparent pay system compliant with the Equality Act 2010.

Policy reviewed: 14/2/22

Adopted: 12/08/19

Next review: 14/2/24