

## Equality Impact Assessment

<b>Title of report or proposal:</b>
Pay Policy Statement

<b>Directorate:</b>	Chief Executive's
<b>Section:</b>	Human Resources
<b>Date:</b>	March 2023

Public sector bodies need to be able to evidence that they have given due regard to the impact and potential impact on all people with 'protected characteristics' in shaping policy, in delivering services, and in relation to their own employees.

Under the Equality Act 2010, the council has a general duty to have **due regard** to the need to:

1. **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
2. **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
3. **foster good relations** between people who share a protected characteristic and people who do not share it.

By completing the following questions the three parts of the equality duty will be consciously considered as part of the decision-making process.

Details of the outcome of the Equality Impact Assessment must also be included in the main body of the report.

**1. Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes.**

Requesting approval of the Pay Policy which is produced annually in response to the Localism Act 2011 and requires each authority to produce an annual pay policy statement and supporting detail. The statement does not reflect the arrangements for teachers or pay to staff in schools.

**2. Is this a new policy / function / service or review of existing one?**

Update of existing

**3. Who are the main stakeholders in relation to the proposal?**

Council employees

**4. In summary, what are the anticipated (positive or negative) impacts of the proposal?**

The Pay Policy is a statement of the position as at 31st March 2022. All the provisions within the statement will have been consulted and negotiated on at a national or local level as separate projects. The policy statement in itself therefore has minimal impact.

The mean Gender Pay Gap (GPG) shows that women's average hourly rate is 4.8% lower than men's. This has reduced from the previous year. Monitoring of the GPG is now a statutory requirement and will help inform policy and practice changes with the aim of narrowing the gap.

The Council does not currently collect ethnicity pay gap data and will look to explore the possibility of data collection methods in relation to the ethnicity pay gap, to help inform policy and practice changes with the aim of narrowing any gap.

**5. What, if any, cumulative impact could the proposal have?**

Minimal as the policy is an update of an existing statement of position.

Cumulative indirect impacts may arise from any policy and practice changes informed by this data, with the aim of narrowing the gap. For example, through the promotion of greater flexible working practices, certain higher graded roles may be able to be worked more flexibly, which in turn may open these roles to individuals with e.g. caring responsibilities. Considering the national picture, women do play a greater role in caring for children, as well as for sick or elderly relatives. It follows that by promoting greater flexible working, this may have an indirect impact on narrowing the gender pay gap.

**This EIA form and report has been checked and countersigned by the Directorate Equalities Officer before proceeding to Executive Cabinet Member(s)**

Please confirm the outcome of this EIA:

No major impact identified, therefore no major changes required – proceed	<input checked="checked" type="checkbox"/>
Adjustments to remove barriers / promote equality (mitigate impact) have been identified – proceed	<input type="checkbox"/>
Positive impact for one or more groups justified on the grounds of promoting equality - proceed	<input type="checkbox"/>
Continue despite having identified potential for adverse impact/missed opportunities for promoting equality – this requires a strong justification	<input type="checkbox"/>
The EIA identifies actual or potential unlawful discrimination - stop and rethink	<input type="checkbox"/>

**Report Officer**

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Date: Assistant Director HR/OD

**Directorate Equalities Lead Officer**

Name: Rebeeca Albrow

Date: 28<sup>th</sup> February 2023