

Pay Policy Statement 12th May 2015

Equality Impact Assessment

Pay Policy Statement

Contact: Catrin Roberts, HR Manager

Updated: April 2015

1. What type of proposal / decision is being assessed?

A new or revised policy

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The Pay Policy Statement sets out the Council's approach to pay in accordance with the Localism Act 2011 which requires Welsh and English authorities to produce and publish their Pay Policy Statement each financial year. The pay policy is a summary of existing policies and agreements which have been subject to an equality impact assessment.

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

The Pay Policy Statement requires an equality impact assessment but this will not include the policies detailed within it as they have already had an equality impact assessment.

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

An Equal Pay Audit is conducted on an annual basis which assess the impact of our pay policies.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

The pay policy statement summaries the Council's pay related policies all of which have been designed to ensure that pay and benefits within the council are applied fairly to all employees regardless of their protected characteristics.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

The median gross f/t pay of men was £28,922, compared to £22,443 for women (where gross pay includes any standby allowances). The median gross ft/ pay of women was 77.6% of the equivalent for a man. The Equality & Human Rights Commission recommends that any difference in excess of 5% should be investigated.

The HR department has looked into the difference between the median basic salaries between males and females. This data shows barely any difference in median basic salaries (with women earning 100.53% the salary of men, at £34,708). Note, the fact that the median basic pay rate is higher than the median gross pay rate is, in itself, an anomaly. It may be due to a number of staff buying additional leave, working term-time only, etc. but being on a full time contract. Further examination of the causes of the difference would be useful, prior to any conclusions being reached. In doing so, it would be useful to bear in mind whether it is predominantly women that take advantage of the flexible working policies, and why.

Another possible reason for the disparity for gross median pay is the level of allowances usually earned by men. The median standby allowance value earned by men was £922.44 for the financial year 2013/14, compared to £153.30 (16.62% of a man's allowances).

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

No	<If yes, please provide detail>
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

No	<If yes please complete the table below. If no, please explain here>
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Action(s)	Owner	By when?
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<Please describe>	<Enter Name>	<DD.MM.YY>
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9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	01/03/16
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Name of Lead Officer for Equality Impact Assessment	Date
Catrin Roberts	30/4/15

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
