

Pay Policy Statement
1st February, 2016

Equality Impact Assessment

<Title of the proposal being assessed>

Contact: Sophie Vaughan, Pay & Reward Specialist,
HR
Updated: 01/02/2016

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

A 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*

<Please Select>

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)?

This policy will help to ensure that there is equality in pay in the Council, in all differing terms and conditions.

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

<Please Select> <If yes, please provide detail>

8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

<Please Select> <If yes please complete the table below. If no, please explain here>

Action(s)	Owner	By when?
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Unrestrict editing to insert additional rows>	<Enter Name>	<DD.MM.YY>

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:	31/03/2017
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Name of Lead Officer for Equality Impact Assessment	Date
Sophie Vaughan	01/02/2016

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