

Senior Leadership Team Pay Review
28th September, 2015

Equality Impact Assessment

Senior Leadership Team Pay Review

Contact: Catrin Roberts

Updated: 28/09/15

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

This EQIA covers the review of the senior leadership team's pay including the process which will be used to undertake the review, and the outcome and impact on SLT members.

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?

Denbighshire currently has no agreed process for reviewing the salaries of the Senior Leadership Team. SLT posts are currently evaluated under HAY by an independent HAY consultant. A full re-evaluation of these posts was undertaken and agreed by Council in 2001 following a major re-organisation of Chief Officer and Senior Management posts. Since that time, the number of SLT officers has halved and the portfolios of individuals has changed and in many cases grown in size. In order to address the changes, the Council has used additional payments such as market supplements and honorarium payments which has led to an inconsistent approach to remuneration at this level.

In addition there are changes nationally such as amendments to the Local Authorities (Standing Orders)(Wales) Regulations 2006 which mean that

"The relevant authority must determine the level, and any change in the level, of the remuneration to be paid to a chief officer"

In order to contribute to the Council's positive reputation with regard to having appropriate and effective corporate governance arrangements for senior pay, Full Council in May agreed that a Remuneration Committee be set up to determine the pay and reward for the Council's Senior Leadership Team. The aim of the panel is to provide an independent, transparent and informed approach to managing senior pay.

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 <Please Select>	<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>
------------------------	---

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 assessment has been made at each stage of the process and when each report has been drafted for Full Council and the Remuneration Panel. To date the proposals have no disproportionate effect on any of the protected characteristics, but will the outcome will be to have a positive impact in terms of gender.

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)

This will improve equality of pay for the Senior Leadership Team, where all jobs will be evaluated using a systematic job evaluation system, and justifiable reasons will be provided for any pay decisions in the future, with all recommendations coming from the Remuneration Panel to Full Council. This will ensure a robust and fair process ensure that any equal pay risks will be reduced substantially

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)?

No

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>
----	---------------------------------

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>
----	--

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:	28/09/15
--------------	----------

Name of Lead Officer for Equality Impact Assessment	Date
Catrin Roberts	28/09/15

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