



Pay Policy Statement: Well-being Impact Assessment Report

This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number: 1194

Brief description: The Pay Policy Statement is required under the Localism Act 2011 to be published annually. The Policy provides an open and transparent framework for rewarding staff, that ensures clarity, fairness and consistency in the remuneration of Officers (including Chief Officers designated as Chief Executive, Executive Directors and Heads of Service)

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Responsible Service: Legal, HR and Democratic Services

Localities affected by the proposal: Whole County,

Who will be affected by the proposal? Employees of the Council

Was this impact assessment completed as a group? Yes

Summary and Conclusion

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

Score for the sustainability of the approach

2 out of 4 stars

Actual score : 19 / 36.

Summary for each Sustainable Development principle

Long term

The Pay Policy Statement is a statutory requirement under the Localism Act 2011. It provides an open and transparent framework for rewarding staff, that ensures clarity, fairness and consistency in the remuneration of Officers (including Chief Officers designated as Chief Executive, Executive Directors and Heads of Service).

Prevention

The Policy ensures that there are fair and equitable practices regarding pay in the Council which will contribute the wellbeing of our communities, through providing fair and equal pay to those residents who are employed by the Council, and also setting a good example to other employers in the County.

Integration

The policy will contribute to Wellbeing Goal of a more equal Wales and the Corporate Objectives, by ensuring fair and equitable pay practices in the Council.

Collaboration

The Pay Policy Statement is produced in line with National guidance and then agreed through consultation and agreement in the Council

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Involvement

The Policy Statement is produced following National Guidance and agreed within the organisation.

Summary of impact

Well-being Goals	Overall Impact
A prosperous Denbighshire	Positive
A resilient Denbighshire	Neutral
A healthier Denbighshire	Positive
A more equal Denbighshire	Positive
A Denbighshire of cohesive communities	Positive
A Denbighshire of vibrant culture and thriving Welsh language	Positive
A globally responsible Denbighshire	Neutral

Main conclusions

The Pay Policy Statement's aims are to provide a reward package that is competitive and enables us to attract, motivate and retain the appropriately-talented people needed to maintain and improve our performance and meet future challenges. It sets out a consistent approach to pay, terms and conditions across the Council which staff and managers understand and apply to a diverse workforce that reflects the community that it serves in a transparency, equitable and fair way, complying with legislation.

Demonstrating these practices within the Council, and being transparent can ensure that we recruit and retain employees that are treated fairly. This can also help to encourage residents of the county

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to seek employment in the Council that can also help the local economy.

The likely impact on Denbighshire, Wales and the world.

A prosperous Denbighshire

Overall Impact

Positive

Justification for impact

Fair and equitable pay practices have a positive impact on the retention of current local employees and recruitment in the local area.

Further actions required

None identified

Positive impacts identified:

A low carbon society

None

Quality communications, infrastructure and transport

None

Economic development

Providing policies that allow for fair and equitable pay practices encourage employees who reside in Denbighshire to stay in the local area, which will key the money in the county's economy and attract new business. This will also attract and retain people from other areas to potentially work and liv in Denbighshire.

Quality skills for the long term

Fair and Equitable Pay Practices provide a means of attracting and retaining staff for the long term.

Quality jobs for the long term

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Fair and Equitable Pay Practices provide a means of attracting and retaining staff for the long term.

Childcare

None

Negative impacts identified:

A low carbon society

None

Quality communications, infrastructure and transport

None

Economic development

None

Quality skills for the long term

None

Quality jobs for the long term

None

Childcare

None

A resilient Denbighshire

Overall Impact

Neutral

Justification for impact

Neither positive or negative impact has been identified.

Further actions required

Not applicable

Positive impacts identified:

Biodiversity and the natural environment

None

Biodiversity in the built environment

None

Reducing waste, reusing and recycling

None

Reduced energy/fuel consumption

None

People's awareness of the environment and biodiversity

None

Flood risk management

None

Negative impacts identified:

Biodiversity and the natural environment

None

Biodiversity in the built environment

None

Reducing waste, reusing and recycling

None

Reduced energy/fuel consumption

None

People's awareness of the environment and biodiversity

None

Flood risk management

None

A healthier Denbighshire

Overall Impact

Positive

Justification for impact

By providing fair pay practices it enables people to invest in their physical and mental wellbeing through diet and exercise and social interaction through work.

The opportunity to access employee benefits such as reduced gym membership and financial wellbeing information encourages leisure and social activities.

Further actions required

None identified

Positive impacts identified:

A social and physical environment that encourage and support health and well-being

By providing fair pay practices it enables people to invest in their physical and mental wellbeing through diet and exercise and social interaction through work.

Access to good quality, healthy food

By providing fair pay practices it enables employees to access and chose to purchase good quality, healthy food.

People's emotional and mental well-being

By providing fair pay practices and flexible working practices, it assists with work life balance. The opportunity to access employee benefits such as reduced gym membership and financial wellbeing encourages leisure and social activities.

Access to healthcare

By working some employees may opt to pay private medical insurance.

Participation in leisure opportunities

The opportunity to access employee benefits such as reduced gym membership and financial wellbeing encourages leisure and social activities.

Negative impacts identified:

A social and physical environment that encourage and support health and well-being

None

Access to good quality, healthy food

None

People's emotional and mental well-being

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None

Access to healthcare

None

Participation in leisure opportunities

None

A more equal Denbighshire

Overall Impact

Positive

Justification for impact

The policies set out the principles against which we apply a consistent and supportive approach to rewarding and employing staff.. Decision-making is designed to both minimise the potential to discriminate and also to promote equality of opportunity

Fair and equitable pay practices ensure that we meet the legislative requirements in creating a fairer Wales by protecting employees and those with protected characteristics.

Fair pay may contribute to reducing and tackling poverty of those employed within the Council and the positive economic impact that can have on those areas.

Further actions required

No negative impact has been identified or has been minimised.

Positive impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

The Pay Policy Statement is written to comply with the national requirements and demonstrates that we meet our obligations in terms of equality legislation.

People who suffer discrimination or disadvantage

Providing fair terms and conditions and pay in employment and pension can assist in addressing health inequalities in the area over the long term

People affected by socio-economic disadvantage and unequal outcomes

Providing fair terms and condition in pay in employment and pension can assist in tackling poverty in the area over the longer term

Areas affected by socio-economic disadvantage

Providing fair terms and condition in pay in employment and pension can assist in tackling poverty in the area over the longer term

Negative impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

None

People who suffer discrimination or disadvantage

None

People affected by socio-economic disadvantage and unequal outcomes

None

Areas affected by socio-economic disadvantage

None

A Denbighshire of cohesive communities

Overall Impact

Positive

Justification for impact

Fair pay and terms and conditions can attract residents of the community to apply for jobs within the Council, which can help to positive impact on poverty.

Further actions required

No negative impact has been identified

Positive impacts identified:

Safe communities and individuals

If fair pay positively impacts poverty it will have a positive impact on communities and individuals making them safer

Community participation and resilience

Fair pay could increase the amount of disposable income that is able to be spent in the community.

The attractiveness of the area

Fair pay could increase the amount of disposable income that may attract new businesses into the area who can then potentially invest in the area

Connected communities

None

Rural resilience

None

Negative impacts identified:

Safe communities and individuals

None

Community participation and resilience

None

The attractiveness of the area

None

Connected communities

None

Rural resilience

None

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact

Positive

Justification for impact

We publish all our policies in English and Welsh which promotes the Welsh Language and encourages people to use Welsh.

Further actions required

None have been identified

Positive impacts identified:

People using Welsh

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We publish all our policies in English and Welsh.

Promoting the Welsh language

We publish all our policies in English and Welsh.

Culture and heritage

None

Negative impacts identified:

People using Welsh

None

Promoting the Welsh language

None

Culture and heritage

None

A globally responsible Denbighshire

Overall Impact

Neutral

Justification for impact

None identified

Further actions required

None identified

Positive impacts identified:

Local, national, international supply chains

None

Human rights

None

Broader service provision in the local area or the region

None

Reducing climate change

None

Negative impacts identified:

Local, national, international supply chains

None

Human rights

None

Broader service provision in the local area or the region

None

Reducing climate change

None