



## **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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**Completed by:** Sharon Hughes

**Responsible Service:** Corporate Support Service: People

**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?** No

## **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 href="#">A prosperous Denbighshire</a>	Positive
<a href="#">A resilient Denbighshire</a>	Neutral
<a href="#">A healthier Denbighshire</a>	Positive
<a href="#">A more equal Denbighshire</a>	Positive
<a href="#">A Denbighshire of cohesive communities</a>	Positive
<a href="#">A Denbighshire of vibrant culture and thriving Welsh language</a>	Positive
<a href="#">A globally responsible Denbighshire</a>	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:**

**Advancing equality and improving the well-being of people with protected characteristics, including fostering good relations between people with protected characteristics and those without. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation**

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

### **Advancing equality and improving the well-being of 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

### **Advancing equality and improving the well-being of 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:**

**Advancing equality and improving the well-being of people with protected characteristics, including fostering good relations between people with protected characteristics and those without. 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

### **Advancing equality and improving the well-being of people who suffer discrimination or disadvantage**

None

### **Advancing equality and improving the well-being of 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**

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**

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None

### **Reducing climate change**

None