

EQUALITY IMPACT ASSESSMENT AS AT END OF NOVEMBER 2020

Pay Policy Statement 2021/2022



STAGE 1: What is being assessed and by whom?		
What is being assessed - including a brief description of aims and objectives?		<p>Under Section 38(1) of the Localism Act 2011 the Council is required to publish a Pay Policy Statement by 31 March each year.</p> <p>This EIA compares the profile of the whole workforce against the Chief Executive/Chief Officers group.</p> <p>The outcome of the national pay awards for 2020/21 for the NJC for Local Government Services, the JNC for Chief Executives and the JNC for Chief Officers resulted in employees receiving a minimum of 2.75% pay increase.</p> <p>2021/22 pay negotiations are anticipated to start early in 2021.</p> <p>Aim: To ensure the Pay Policy for Plymouth City Council does not disproportionality, detrimentally affect individuals with protected characteristics. We ensure that staff are not unfairly selected due to having a particular protected characteristic within the Equality Act 2010. We will also seek to avoid any indirect impact on staff within these groups that we cannot objectively justify.</p>
Responsible Officer		Alison Mills, Head of Specialist Services
Department and Service		Human Resources and Organisational Development
Date of Assessment		11.12.20

STAGE 1: What is being assessed and by whom?					
STAGE 2: Evidence and Impact					
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback) Whole workforce	Evidence and information (e.g. data and feedback) Chief Executive/Chief Officers	Any adverse impact?	Actions	Timescale and who is responsible?
Age	<p>The age profile of the workforce is as follows:</p> <p>In their teens = $37/2480 = 1.49\%$</p> <p>In their 20s = $365/2480 = 14.7\%$</p> <p>in their 30s = $510/2480 = 20.6\%$</p> <p>in their 40s = $624/2480 = 25.2\%$</p> <p>in their 50s = $700/2480 = 28.2\%$</p> <p>in their 60s = $228/2480 = 9.2\%$</p> <p>in their 70s = $16/2480 = 0.65\%$</p>	<p>The age profile is as follows:</p> <p>in their 40s = $7/18 = 38.9\%$</p> <p>in their 50s = $8/18 = 44.4\%$</p> <p>in their 60s = $3/18 = 16.7\%$</p>	None anticipated. Pay relates to the role undertaken, not the individual employee characteristics	None.	
Disability	<p>None = $1315/2480 = 53\%$</p> <p>Not declared = $1053/2480 = 42.46\%$</p> <p>Yes = $112/2480 = 4.52\%$</p>	<p>None = $8/18 = 44.4\%$</p> <p>Not declared = $8/18 = 44.4\%$</p> <p>Yes = $2/18 = 11.1\%$</p>	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	

STAGE I: What is being assessed and by whom?					
Faith, Religion or Belief	Not declared = 882/2480 = 35.56% None = 791/2480 = 31.9% Christian = 744/2480 = 30% Buddhist = 9/2480 = 0.36% Other = 49/2480 = 1.98% Jewish = 1/2480 = 0.04% Muslim = 3/2480 = 0.12% Sikh = 1/2480 = 0.04%	Not declared = 9/18 = 50% None = 2/18 = 11.1 % Christian = 6/18 = 33.3% Other = 1/18 = 5.6%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	
Gender	The gender profile is: Female = 1575/2480 = 63.5% Male = 905/2480 = 36.49%	The gender profile is: Female = 8/18 = 44.4% Male = 10/18 = 55.6%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	
Gender Reassignment	Data not available.	Data not available	No.	None.	
Race	White British = 2089/2480 = 84.23% Not declared = 107/2480 = 4.31% Chinese = 3/2480 = 0.12% Asian/Asian British = 3/2480 = 0.12%	White British = 15/18 = 83.3% Not declared = 2/18 = 11.1%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	

STAGE I: What is being assessed and by whom?					
	Black/Black British = $21/2480 = 0.85\%$ Mixed-White and Asian = $5/2480 = 0.20\%$ Mixed – White and Black African = $2/2480 = 0.08\%$ Mixed – White and Black Caribbean = $1/2480 = 0.04\%$ Other Asian Background = $6/2480 = 0.24\%$ Other Background = $1/2480 = 0.04\%$ Other Ethnic Group = $3/2480 = 0.12\%$ Other Mixed Background = $11/2480 = 0.44\%$ Other White Background = $59/2480 = 2.37\%$ White Irish = $9/2480 = 0.36\%$ Data not available = $160/2480 = 6.45\%$	Black British = $1/18 = 5.6\%$			
Sexual Orientation - including Civil Partnership	Data not available.	Data not available	No.	None.	

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	No.	
Good relations between different communities (community cohesion).	No.	
Human Rights	No.	

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Kim Brown	Date	11.12.20