

# EQUALITY IMPACT ASSESSMENT AS AT END OF NOVEMBER 2021

Pay Policy Statement 2022/2023



STAGE I: 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 2021/22 for the NJC for Local Government Services, the JNC for Chief Executives and the JNC for Chief Officers is pending, with the latest officer being 1.75% and 2.75% for the lowest spinal point.</p> <p>2022/23 pay negotiations have not yet started</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		10.12.21

<b>STAGE 1: What is being assessed and by whom?</b>					
<b>STAGE 2: Evidence and Impact</b>					
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback) Whole workforce</b>	<b>Evidence and information (e.g. data and feedback) Chief Executive/Chief Officers</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Age	The age profile of the workforce is as follows: In their teens = 13/2534 = 0.51% In their 20s = 292/2534 = 11.52% in their 30s = 415/2534 = 16.38% in their 40s = 587/2534 = 23.16% in their 50s = 845/2534 = 33.35% in their 60s = 356/2534 = 14.05% in their 70s = 26/2534 = 1.03%	The age profile is as follows:  in their 40s = 6/18 = 33.3% in their 50s = 10/18 = 55.56% in their 60s = 2/18 = 11.11%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristics	None.	
Disability	None = 1384/2534 = 54.62% Not declared = 1035/2534 = 40.84% Yes = 115/2534 = 4.54%	None = 8/18 = 44.4% Not declared = 8/18 = 44.4% Yes = 2/18 = 11.11%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	
Faith, Religion or Belief	Not declared = 904/2534 = 35.67% None = 840/2534 = 33.15% Christian = 730/2534 = 28.81%	Not declared = 9/18 = 50% None = 2/18 = 11.1 % Christian = 6/18 = 33.3%	None anticipated. Pay relates to the role undertaken, not the	None.	

STAGE I: What is being assessed and by whom?					
	Buddhist = $9/2534 = 0.36\%$ Other = $46/2534 = 1.82\%$ Jewish = $1/2534 = 0.04\%$ Muslim = $3/2534 = 0.12\%$ Sikh = $1/2534 = 0.04\%$	Other = $1/18 = 5.6\%$	individual employee characteristic		
Gender	The gender profile is: Female = $1610/2534 = 63.5\%$ Male = $924/2534 = 36.49\%$	The gender profile is: Female = $7/18 = 38.89\%$ Male = $11/18 = 61.11\%$	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 = $2089/2534 = 84.23\%$ Asian Or Asian British – Indian = $2/2534 = 0.08\%$ Asian Or Asian British – Pakistani = $1/2534 = 0.04\%$ Black Or Black British – African = $13/2534 = 0.51\%$ Black Or Black British – Caribbean = $5/2534 = 0.20\%$ Chinese = $3/2534 = 0.12\%$ Information Refused = $1/2534 = 0.04\%$	White British = $14/18 = 77.78\%$  Black Or Black British – Caribbean = $1/18 = 5.56\%$	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	

STAGE I: What is being assessed and by whom?				
	<p>Mixed - White And Asian = 6/2534 = 0.24%</p> <p>Mixed - White And Black African = 2/2534 = 0.08%</p> <p>Mixed - White And Black Caribbean = 3/2534 = 0.12%</p> <p>Not Known = 96/2534 = 3.79%</p> <p>Other Asian Background = 9/2534 = 0.36%</p> <p>Other Black Background = 1/2534 = 0.04%</p> <p>Other Ethnic Group = 4/2534 = 0.16%</p> <p>Other Mixed Background = 9/2534 = 0.36%</p> <p>Other White Background = 67/2534 = 2.64%</p> <p>White - British = 2113/2534 = 83.39%</p> <p>White Irish = 10/2534 = 0.39%</p> <p>Not declared = 89/2534 = 7.46%</p>	Not declared = 3/18 = 16.67%		
Sexual Orientation - including Civil Partnership	<p>Bisexual = 23/2534 = 0.91%</p> <p>Gay Man = 32/2534 = 1.26%</p> <p>Gay Woman/Lesbian = 24/2534 = 0.95%</p>		None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.

<b>STAGE 1: What is being assessed and by whom?</b>					
	Heterosexual = 1481/2534 = 58.45%	Heterosexual 9/18 = 50%			
	Information Refused = 89/2534 = 3.51%	Information Refused = 1/18 = 5.56%			
	Other = 2/2534 = 0.08%				
	Prefer Not To Say = 12/2534 = 0.47%				
	Not declared = 871/2534 = 34.37%	Not declared = 8/18 = 44.4%			

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

<b>STAGE 4: Publication</b>			
Director, Service Director/Head of Service approving EIA.	Alison Mills	Date	14 December 2021