

# EQUALITY IMPACT ASSESSMENT

Pay Policy Statement 2023/2024

HROD



**PLYMOUTH**  
CITY COUNCIL

<b>STAGE I: What is being assessed and by whom?</b>	
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 2022/233 for the NJC for Local Government Services, the JNC for Chief Executives and the JNC for Chief Officers have all been confirmed and actioned within November/December pay.</p> <p>2023/24 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> <p>We do not anticipate any adverse impact to our workforce as pay relates to the role undertaken, not individual employee characteristics.</p>
Responsible Officer	Alison Mills, Head of HR Consultancy
Department and Service	Human Resources and Organisational Development
Date of Assessment	1.12.22

<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>@ 01/12/2022 – 2466 (removes 21 duplicates where an employee holds more than one role in the Council)</b> <b>%ages rounded to 2 decimal points</b>	<b>Evidence and information (e.g. data and feedback) – CHIEF EXECUTIVE / CHIEF Chief Executive/Chief Officers</b> <b>@ 01/12/2022 – 15 (3 vacant)</b> <b>%ages rounded to 2 decimal points</b>	<b>Any adverse impact</b>	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	Teens = 10/2466 = 0.41% 20s = 275/2466 = 11.15% 30s = 399/2466 = 16.18% 40s = 564/2466 = 22.87% 50s = 821/2466 = 33.29% 60s = 369/2466 = 14.96% 70s = 28/2466 = 1.14%	30s = 1/15 = 6.66% 40s = 4/15 = 26.67% 50s = 7/15 = 46.67% 60s = 3/15 = 20.00%	None anticipated	n/a	
<b>Disability</b>	None = 1395/2466 = 56.57% Not declared = 946/2466 = 38.36% Yes = 125/2466 = 5.07%	None = 7/15 = 46.67% Not declared = 6/15 = 40.00% Yes = 2/15 = 13.33%	None anticipated	n/a	
<b>Faith, Religion or Belief</b>	Not declared = 817/2466 = 33.14% None = 870/2466 = 35.28% Christian = 720/2466 = 29.20% Buddhist = 8/2466 = 0.32% Other = 45/2466 = 1.82% Jewish = 1/2466 = 0.04% Muslim = 4/2466 = 0.16% Sikh = 1/2466 = 0.04%	Not declared = 7/15 = 46.67% None = 1/15 = 6.67 % Christian = 5/15 = 33.33% Other = 2/15 = 13.33%	None anticipated	n/a	

Gender	Female = 1544/2466 = 62.61% Male = 922/2466 = 37.39%	Female = 7/15 = 46.67% Male = 8/15 = 53.33%	None anticipated	n/a	
Gender Reassignment	Data not available.	Data not available	n/a	n/a	
Race	White British = 2076/2466 = 84.18% Asian Or Asian British – Indian = 2/2466 = 0.08% Asian Or Asian British – Pakistani = 1/2466 = 0.04% Black Or Black British – African = 10/2466 = 0.41% Black Or Black British – Caribbean = 4/2466 = 0.16% Chinese = 3/2466 = 0.12% Information Refused = 3/2466 = 0.12% Mixed - White And Asian = 6/2466 = 0.24% Mixed - White And Black African = 3/2466 = 0.12% Mixed - White And Black Caribbean = 4/2466 = 0.16% Not Known = 82/2466 = 3.34% Other Asian Background = 9/2466 = 0.36% Other Black Background = 1/2466 = 0.04% Other Ethnic Group = 3/2466 = 0.12% Other Mixed Background = 7/2466 = 0.28%	White British = 12/15 = 80.00% Black Or Black British – Caribbean = 1/15 = 6.67% Not declared = 2/15 = 13.33%	None anticipated	n/a	

	<p>Other White Background = 65/2466 = 2.64%</p> <p>White Irish = 6/2466 = 0.24%</p> <p>Not declared = 181/2466 = 7.35%</p>				
Sexual Orientation - including Civil Partnership	<p>Bisexual = 24/2466 = 0.97%</p> <p>Gay Man = 34/2466 = 1.38%</p> <p>Gay Woman/Lesbian = 28/2466 = 1.14%</p> <p>Heterosexual = 1501/2466 = 60.87%</p> <p>Information Refused = 74/2466 = 3.00%</p> <p>Other = 3/2466 = 0.16%</p> <p>Prefer Not To Say = 26/2466 = 1.05%</p> <p>Not declared = 775/2466 = 31.43%</p>	<p>Bisexual = 1/15 = 6.67%</p> <p>Heterosexual = 9/15 = 60.00%</p> <p>Not declared = 5/15 = 33.33%</p>	None anticipated		n/a

<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	None	
Good relations between different communities (community cohesion)	None	
Human Rights	None	

<b>STAGE 4: Publication</b>			
Director, Service Director/Head of Service approving EIA.	Kim Brown	Date	3.1.23