

# EQUALITY IMPACT ASSESSMENT

Pay Policy Statement 2024/2025

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 2023/24 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>2024/25 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	18.12.23

<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> @ 18/12/2023 – 2370 (removes 31 duplicates where an employee holds more than one role in the Council) %ages rounded to 2 decimal points	<b>Evidence and information (e.g. data and feedback) – CHIEF EXECUTIVE / CHIEF Chief Executive/Chief Officers</b> @ 18/12/23 – 10 (8 vacant)	<b>Any adverse impact</b>	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	Teens = 17/2370 = 0.72% 20s = 256/2370 = 10.80% 30s = 414/2370 = 17.47% 40s = 530/2370 = 22.36% 50s = 766/2370 = 32.32% 60s = 369/2370 = 15.57% 70s = 18/2370 = 0.76%	40s = 1/10 = 10% 50s = 7/10 = 70% 60s = 2/10 = 20%	None anticipated	n/a	
<b>Disability</b>	None = 1491/2370 = 62.91% Not declared = 653/2370 = 27.55% Prefer not to say = 82/2370 = 3.46% Yes = 144/2370 = 6.08%	None = 4/10 = 40% Not declared = 5/10 = 50% Yes = 1/10 = 10%	None anticipated	n/a	
<b>Faith, Religion or Belief</b>	Not declared = 555/2370 = 23.42% None = 960/2370 = 40.51% Prefer not to say = 44/2370 = 1.86% Christian = 755/2370 = 31.86% Buddhist = 8/2370 = 0.34% Other = 40/2370 = 1.69% Jewish = 2/2370 = 0.08%	Not declared = 5/10 = 50% None = 3/10 = 30 % Christian = 2/10 = 20%	None anticipated	n/a	

	Muslim = 5/2370 = 0.21% Sikh = 1/2370 = 0.04%				
Gender	Female = 1521/2370 = 64.18% Male = 851/2370 = 35.91%	Female = 3/10 = 30% Male = 7/10 = 70%	None anticipated	n/a	
Gender Reassignment	Data not available.	Data not available	n/a	n/a	
Race	White British = 2115/2370 = 89.24% Asian Or Asian British – Indian = 3/2370 = 0.13% Asian Or Asian British – Pakistani = 1/2370 = 0.04% Black Or Black British – African = 21/2370 = 0.89% Black Or Black British – Caribbean = 2/2370 = 0.08% Chinese = 2/2370 = 0.08% Information Refused = 3/2370 = 0.13% Mixed - White And Asian = 12/2370 = 0.51% Mixed - White And Black African = 4/2370 = 0.17% Mixed - White And Black Caribbean = 4/2370 = 0.17% Not Known = 68/2370 = 2.87% Other Asian Background = 8/2370 = 0.34% Other Black Background = 3/2370 = 0.13%	White British = 10/10 = 100%	None anticipated	n/a	

	<p>Other Ethnic Group = 6/2370 = 0.25%</p> <p>Other Mixed Background = 8/2370 = 0.34%</p> <p>Other White Background = 68/2370 = 2.87%</p> <p>White Irish = 6/2370 = 0.25%</p> <p>Not declared = 36/2370 = 1.52%</p>				
Sexual Orientation - including Civil Partnership	<p>Bisexual = 31/2370 = 1.31%</p> <p>Gay Man = 31/2370 = 1.31%</p> <p>Gay Woman/Lesbian = 26/2370 = 1.10%</p> <p>Heterosexual = 1605/2370 = 67.72%</p> <p>Information Refused = 62/2370 = 2.62%</p> <p>Other = 8/2370 = 0.34%</p> <p>Prefer Not To Say = 47/2370 = 1.98%</p> <p>Not declared = 560/2370 = 23.63%</p>	<p>Heterosexual = 6/10 = 60%</p> <p>Not declared = 4/10 = 40%</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.		Date	4 <sup>th</sup> January 2024