

# 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 2024/25 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>2025/26 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
Department and Service	Human Resources and Organisational Development
Date of Assessment	05.12.2024

<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> @ 05/12/24 – 2474 (removes 35 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</b> Chief Executive/Chief Officers @ 05/12/2024 – 14 (4 vacant)	<b>Any adverse impact</b>	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	Teens = 14/2474 = 0.56% 20s = 261/2474 = 10.55% 30s = 464/2474 = 18.75% 40s = 565/2474 = 22.84% 50s = 754/2474 = 30.48% 60s = 398/2474 = 16.09% 70s = 18/2474 = 0.73%	30s = 1/14 = 4.43% 40s = 0/14 = 0% 50s = 10/14 = 70.70% 60s = 3/14 = 24.87%	None anticipated	n/a	
<b>Disability</b>	None = 1606/2474 = 64.92% Not declared = 603/2474 = 24.37% Prefer not to say = 95/2474 = 3.84% Yes = 170/2474 = 6.87%	Not declared = 4/14 = 28.57% None = 10/14 = 71.43%	None anticipated	n/a	
<b>Faith, Religion or Belief</b>	Not declared = 510/2474 = 20.60% None = 1101/2474 = 44.51% Prefer not to say = 42/2474 = 1.70% Christian = 756/2474 = 30.56% Buddhist = 11/2474 = 0.45% Other = 42/2474 = 1.70% Jewish = 2/2474 = 0.08%	Not declared = 4/14 = 28.57% None = 3/14 = 21.43% Christian = 6/14 = 42.86% Muslim = 1/14 = 7.14%	None anticipated	n/a	

	Muslim = 9/2474 = 0.36% Hindu = 1/2474 = 0.04%				
Gender	Female = 1578/2474 = 63.78% Male = 896/2474 = 36.22%	Female = 5/14 = 35.71% Male = 9/14 = 64.29%	None anticipated	n/a	
Gender Reassignment	Data not available.	Data not available	n/a	n/a	
Race	White British = 2216/2474 = 89.57% Asian Or Asian British – Bangladeshi = 2/2474 = 0.08% Asian Or Asian British – Indian = 4/2474 = 0.16% Asian Or Asian British – Pakistani = 1/2474 = 0.04% Black Or Black British – African = 29/2474 = 1.17% Black Or Black British – Caribbean = 3/2474 = 0.12% Chinese = 3/2474 = 0.12% Information Refused = 2/2474 = 0.08% Mixed - White And Asian = 11/2474 = 0.44% Mixed - White And Black African = 5/2474 = 0.20% Mixed - White And Black Caribbean = 4/2474 = 0.16% Not Known = 62/2474 = 2.52% Other Asian Background = 8/2474 = 0.32% Other Black Background = 3/2474 = 0.12% Other Ethnic Group = 6/2474 = 0.24% Other Mixed Background = 8/2474 = 0.32% Other White Background = 67/2474 = 2.72% White Irish = 6/2474 = 0.24%	Black Or Black British – African = 1/14 = 7.14% Other Mixed Background = 1 = 7.14% White British = 12/14 = 85.72%	None anticipated	n/a	

	Not declared = 34/2474 = 1.38%				
Sexual Orientation - including Civil Partnership	Bisexual = 41/2474 = 1.66% Gay Man = 37/2474 = 1.50% Gay Woman/Lesbian = 31/2474 = 1.25% Heterosexual = 1733/2474 = 70.05% Information Refused = 57/2474 = 2.30% Other = 8/2474 = 0.32% Prefer Not To Say = 53/2474 = 2.14% Not declared = 514/2474 = 20.78%	Heterosexual = 9/14 = 64.29% Gay Man = 1/14 = 7.14% Bisexual = 1/14 = 7.14% Not declared = 3/14 = 21.43%	None anticipated		n/a

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

STAGE 4: Publication			
Director, Service Director/Head of Service approving EIA.		Date	20 December 2024