

EQUALITY IMPACT ASSESSMENT

Pay Policy Statement 2026/2027

HROD



PLYMOUTH
CITY COUNCIL

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. The outcome of the national pay awards for 2025/26 for the NJC for Local Government Services, the JNC for Chief Executives, the JNC for Chief Officers, and for the JNC Youth & Community Workers have all been confirmed and actioned.</p> <p>2026/27 pay negotiations began at the end of November 2025</p> <p>Aim: To ensure the Pay Policy for Plymouth City Council does not disproportionately, 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	30/11/2025

STAGE 2: Evidence and Impact					
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback) – WHOLE WORKFORCE @ 30/11/25 – 2654 (removes 20 duplicates where an employee holds more than one role in the Council) %ages rounded to 2 decimal points	Evidence and information (e.g. data and feedback) – CHIEF EXECUTIVE / CHIEF Chief Executive/Chief Officers @ 30/11/25 – 15 (6 vacant)	Any adverse impact	Actions	Timescale and who is responsible
Age	Teens = 14/2654 = 0.53% 20s = 274/2654 = 10.32% 30s = 506/2654 = 19.07% 40s = 586/2654 = 22.08% 50s = 788/2654 = 29.69% 60s = 460/2654 = 17.33% 70s = 26/2654 = 0.98%	40s = 4/15 = 22.58% 50s = 10/15 = 69.77% 60s = 1/15 = 7.65%	None anticipated	n/a	
Disability	Not specified = 843/2654 = 31.76% Not known = 1716/2654 = 64.66% Yes = 95/2654 = 3.58%	Not declared = 11/15 = 73.33% Not known = 4/15 = 26.67%	None anticipated	n/a	
Faith, Religion or Belief	Not specified = 37/2654 = 1.39% Not known = 583/2654 = 21.97% None = 1190/2654 = 44.84% Atheist = 4/2654 = 0.15% Christian = 772/2654 = 29.09% Buddhist = 9/2654 = 0.34% Other = 48/2654 = 1.80% Jewish = 2/2654 = 0.08%	Not specified = 1/15 = 6.67% Not known = 3/15 = 20.00% None = 6/15 = 40.00% Christian = 4/15 = 26.66% Jewish = 1/15 = 6.67%	None anticipated	n/a	

	Muslim = 9/2654 = 0.34%				
Gender	Female = 1697/2654 = 63.94% Male = 957/2654 = 36.06%	Female = 4/15 = 26.67% Male = 11/15 = 73.33%	None anticipated	n/a	
Gender Reassignment	Data not available.	Data not available	n/a	n/a	
Race	White British = 2263/2654 = 85.27% Asian Or Asian British – Bangladeshi = 4/2654 = 0.16% Asian Or Asian British – Indian = 4/2654 = 0.16% Asian Or Asian British – Pakistani = 1/2654 = 0.04% Black Or Black British – African = 27/2654 = 1.02% Black Or Black British – Caribbean = 3/2654 = 0.11% Chinese = 3/2654 = 0.11% Not known = 212/2654 = 7.99% Mixed - White And Asian = 14/2654 = 0.53% Mixed - White And Black African = 5/2654 = 0.19% Mixed - White And Black Caribbean = 6/2654 = 0.23% Other Asian Background = 9/2654 = 0.34% Other Black Background = 3/2654 = 0.11% Other Ethnic Group = 10/2654 = 0.38% Other Mixed Background = 8/2654 = 0.30% Other White Background = 74/2654 = 2.79% White Irish = 5/2654 = 0.19% Prefer not to say = 2/2654 = 0.08%	White British = 15/15 = 100.00%	None anticipated	n/a	

Sexual Orientation - including Civil Partnership	Bisexual = 57/2654 = 2.15% Gay Man = 37/2654 = 1.39% Gay Woman/Lesbian = 35/2654 = 1.32% Heterosexual = 1811/2654 = 68.24% Other = 9/2654 = 0.34% Prefer Not To Say = 113/2654 = 4.26% Not declared = 592/2654 = 22.30%	Heterosexual = 9/15 = 60.00% Gay Man = 2/15 = 13.33% Bisexual = 1/15 = 6.67% Prefer not to say = 1/15 = 6.67% Not known = 2/15 = 13.33%	None anticipated		n/a
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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	16/01/2026