

EQUALITY IMPACT ASSESSMENT

Pay Policy Statement 2019/2020



PLYMOUTH
CITY COUNCIL

STAGE 1: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

Under Section 38(1) of the Localism Act 2011 the Council is required to prepare a Pay Policy Statement by 31 March each year.

The national pay awards for 2018/20 for the NJC for Local Government Services, the JNC for Chief Executives and the JNC for Chief Officers were two year deals, with employees receiving a minimum of 2% pay increase per year.

It should be noted that there is pending legislation around exit arrangements which could affect Chief Officers of the Council. The impact will be considered during implementation and may require amendments to this Pay Policy Statement for 2019-20.

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.

Responsible Officer

Alison Mills, Head of Specialist Services

Department and Service

Human Resources and Organisational Development

Date of Assessment

09.01.2019

STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	The age profile of the affected Chief Officer staff is as follows: in their 30s = 8.3% in their 40s = 25% in their 50s = 50% in their 60s = 12.5% Unknown = 4.2%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristics	None.	
Disability	None = 45.8% Not declared = 45.8% Yes = 8.4%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	
Faith, Religion or Belief	Not declared = 50% None = 29.1% Christian = 12.5% Buddhist = 4.2% Other = 4.2%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	
Gender - including marriage, pregnancy and maternity	The gender profile of the people affected is: Female = 58% Male = 42%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	

Gender Reassignment	Data not available.	No.	None.	
Race	White British = 83.3% Not declared = 16.7%	None anticipated. Pay relates to the role undertaken, not the individual employee characteristic	None.	
Sexual Orientation - including Civil Partnership	Data not available.	No.	None.	

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.	No.	
Good relations between different communities (community cohesion).	No.	
Human Rights	No.	

STAGE 4: Publication

Director, Assistant Director/Head of Service approving EIA.	Tracey Lee, Chief Executive	Date	January 2019
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