

EQUALITY IMPACT ASSESSMENT

CHIEF OFFICER TOTAL REWARD.



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>Members have asked that PCC reviews how it remunerates the senior leadership team. There is an ongoing proposal about changes to this and comments will be sought on proposals. This document assesses the impact of the proposals.</p> <p>Aim: To ensure the work does not disproportionality, detrimentally affect individuals with protected characteristics as defined within the Equality Act 2010. We will also seek to avoid any indirect impact on those within these groups that we cannot objectively justify.</p>
Author	BERNADETTE SMITH
Department and service	HR & OD
Date of assessment	14 March 2019

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>The age profile of the affected staff is:</p> <p>People in their 30s = 0</p> <p>People in their 40s = 6 40%</p> <p>People in their 50s = 6 40%</p> <p>People in their 60s = 3 20%</p> <p>Nb there are a number of vacancies.</p>	<p>None anticipated as criteria applied will not relate to age of employee.</p>		

Disability	We are not aware of anyone 'in scope' having declared a disability but we don't want to assume this is necessarily the case.	None anticipated however we will adjust our approach if any part of the process requires this. No criteria applied will relate to disability.		
Faith/religion or belief	Insufficient data declared by those in scope.	N/A – no criteria applied relate to faith, religion or belief.		
Gender - including marriage, pregnancy and maternity	The gender profile of the people affected is: Female = 57% Male = 43%	None anticipated but we will review this before and after any proposals are finalised. We already report on the Gender Pay Gap in this organisation.		
Gender reassignment	Data not available for those in scope. We are not aware of anyone 'in scope' undergoing gender reassignment.	None anticipated		
Race	The race profile of the people affected is: White British = 100%	None anticipated and not a criteria for this activity.		
Sexual orientation - including civil partnership	Insufficient data supplied.	None anticipated and not a criteria for this activity.		

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 gap in average hourly pay between men and women by 2020.	<p>The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. The Council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done.</p> <p>The Council evaluates Chief Officer roles through a defined evaluation method (HAY) to ensure parity and consistency of evaluation within the Council's pay and grading structures.</p>	

	Plymouth City Council (PCC) has over 250 employees and is required by law to publish an annual gender pay gap report that reports specific figures about our gender pay gap. A link to the latest report published is here https://www.plymouth.gov.uk/sites/default/files/GenderPayGapReport2017.pdf	
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	None for this piece of work.	
Good relations between different communities (community cohesion)	None for this piece of work.	
Human rights Please refer to guidance	Any processes are undertaken in line with relevant legislation, statutory arrangements or codes of practice etc.	

STAGE 4: PUBLICATION

Responsible Officer Alison Mills, Head of HR Specialist Services

Date 15 March 2019