



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Pay Policy Statement 2018/19 – this statement is an updated report, which sets out the position as at 1st February 2018, in respect of the Council’s policies relating to senior salaries, remuneration and pay multiples.

Details are set out:

Report to Full Council 22nd March 2018 and associated appendices

Officers undertaking the assessment:

Claire Gollin Group Manager HR

Assessment approved by:

Service Director Customers and HR

Date: February 2018

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

Basis of reporting:

The purpose of a Pay Policy Statement (PPS) is to increase accountability in relation to payments made to senior employees in the public sector, in particular those in local authorities, by enabling public scrutiny.

The Council updates its PPS annually to reflect the same snapshot date and publishes it on the Council’s website prior to the 1st April in fulfilment of the public sector duty placed upon it to ensure compliance with the core requirements of Section 38 of the Localism Act 2011 Act and the additional requirements contained in the Localism Act (Section 40).

The focus of the legislation relates to the overall pay policy and not individual post holders.

[PPS 18-19](#)

Impact and Analysis:

The Council's pay and grading structure is based on a "points to pay" relationship determined through Job Evaluation as a mechanism to ensure the consistent evaluation of the relative value of job roles across the Council. This ensures a fair, open and transparent pay and reward structure that is affordable and supports the equal treatment of all employees in respect of their pay, terms and conditions and is compliant with Equal Pay legislation and Single Status requirements.

The Council's policies on pay and terms and conditions apply equally to employees at all levels of seniority across the authority.

There is therefore no direct impact on employees with any protected characteristic arising from the Council's pay and grading structure, salary structure or reward and remuneration policies.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
Not applicable	Not applicable	Not applicable

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

The Pay Policy Statement pulls together existing policies in relation to pay and terms and conditions, which have previously been agreed by the Trades Unions and Elected Members, and publishes these for wider public scrutiny.

Nottinghamshire County Council is committed to good governance and openness to public scrutiny and accountability and publishes its current PPS in order to demonstrate that decisions on the pay and reward packages for its Chief Executive and senior officers have been made in an open, transparent and accountable manner.