

# Equality Impact Analysis

## Assessment Proforma

EIA  
Title:

Pay agreement 2018-2020: New Pay Grades

- 1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

**Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

- 1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.
- 2.0 **The General Equality Duty.**  
SLDC, in the exercise of its functions, should:
- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
  - b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
  - c. **Foster good relations between people who share a protected characteristic and those who do not.**



# Step 1

## **Summarise the subject and expected outcomes of this EIA.**

The NJC pay agreement for 2018-20 includes the introduction of a new pay spine on 1 April 2019 that is based on the following:

- A bottom rate of £9.00 per hour (£17,364) on new Spinal Column Point (SCP)1 (equivalent to old SCPs 6&7)
- 'Pairing off' old SCPs 6-17 incl. to create new SCPs 1-6 incl.
- Equal steps of 2.0% between each new SCPs 1 to 22 Incl. (equivalent to old SCPs 6-28 incl.)
- By creating equal steps between these pay points, new SCPs 10,13,16,18 and 21 are generated to which no old SCPs will assimilate. This means that that the current number of paypoints in grades E, F and G will increase to 5
- On new SCPs 23 and above (equivalent to old SCPs 29 and above), 2.0% increase on the 2018 rate
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It is expected that the Council implements the new pay spine to ensure every employee has an increase in pay of at least 2% from 1 April 2019

## **Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).**

Stakeholders:

Employees of SLDC

Engagement:

All affected employees will need to be consulted as any changes in pay spines and grades represent a change in their contract of employment. Changes that are negotiated nationally or locally are incorporated into employee's contracts of employment. Any changes, which occur, will be advised to employees within 28 days of this change.

## Step 2 Equality Action Plan

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li>1. <b>Age (young and old)</b></li> <li>2. <b>Black and Minority Ethnic</b></li> <li>3. <b>Disabled</b></li> <li>4. <b>Faith/Belief</b></li> <li>5. <b>Sexual Orientation</b></li> <li>6. <b>Gender</b></li> <li>7. <b>Gender reassignment</b></li> <li>8. <b>Pregnancy and maternity</b></li> <li>9. <b>Marriage and Civil Partnership</b></li> <li>10. <b>Socio-economic disadvantage (including rural deprivation, 'rurality')</b></li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
<p>All</p>	<p>The EIA concludes that the progressive measures for the new pay spine can positively benefit lower paid staff</p>	<p>None as staff on lower paid spines will have larger increases</p>	<p>To ensure that all staff have at least a 2% increase with larger increases at the lower end of the pay spine</p>		
<p>Gender</p>	<p>From the data available from the Council's gender pay gap report, there is a higher percentage of men among lower paid employees. The measures proposed in the pay</p>	<p>None as staff on lower paid spines will have larger increases</p>	<p>To ensure that all staff have at least a 2% increase with larger increases at the lower end of the pay spine</p>		

<p><b>In providing this service, what are the impacts for the following people?</b></p> <ol style="list-style-type: none"> <li><b>1. Age (young and old)</b></li> <li><b>2. Black and Minority Ethnic</b></li> <li><b>3. Disabled</b></li> <li><b>4. Faith/Belief</b></li> <li><b>5. Sexual Orientation</b></li> <li><b>6. Gender</b></li> <li><b>7. Gender reassignment</b></li> <li><b>8. Pregnancy and maternity</b></li> <li><b>9. Marriage and Civil Partnership</b></li> <li><b>10. Socio-economic disadvantage (including rural deprivation, 'rurality')</b></li> </ol> <p>(See glossary below for definitions)</p>	<p><b>Positive impacts</b></p>	<p><b>Negative impacts</b></p>	<p><b>Mitigating actions (to avoid negative impact):</b></p>	<p><b>Lead Officer &amp; When</b></p>	<p><b>Complete Y/N</b></p>
	<p>agreement help to protect these employees and in many cases will provide a positive benefit.</p>				

## Step 3

*Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)*

The analysis of the new pay spine from 1 April 2019 does not identify any direct or indirect discrimination as a consequence of the key features of the new pay spine and how it will be implemented at SLDC.

With the removal of the current grade B, staff on the lowest level will see the biggest percentage increase in their salary.

The measures proposed with the implementation of the new pay spine can be seen to protect lower paid workers.

The progressive increases proposed for 2019 - 20 will help erode overall income equality and positively impact on SLDC employees including those with a protected characteristic.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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<b>Assistant Director:</b>	
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### Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Socio-economic disadvantage:** This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.

