

## Equality Impact Assessment – Screening

The purpose of an Equality Impact Assessment is to ensure the Council:

- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

Name of service/policy/project being assessed	Proposal to implement Local Pay Arrangements for the period 2018-2022 and for staff on the Foundation Living Wage rate to freeze until such time it is exceeded by the Government's national living wage rate	Is this a new or existing service/policy/project?	New
Directorate	Cross – Council		
Officers responsible for: a) Service/policy/project b) Completing EIA	Ian Miller, Head of Paid Service and Rachael Simpson, Senior HR Advisor		
Date	24 <sup>th</sup> August 2017		
What is the purpose and expected outcomes/	To provide certainty to the Council in financial planning and to staff in knowing what increases they will see over the period. It will also allow the Council to have flexibility about responding to future increases in the National Living Wage.		
Will there be any affect on other Council procedures or strategies e.g. Corporate Plan or the council's workforce?	Whole Workforce  Staff on Foundation Living Wage Rate – c.20		
Are there any statutory requirements or implications?	Employment Rights Act 1996 Equality Act 2010		
Are there any other organisations/bodies involved?	Trade Unions – The Council will consult and negotiate as appropriate with recognised trade unions on the proposal and seek to achieve collective agreement to any changes pursued.		
Who are the main customer groups/stakeholders affected?	Directly: all staff Indirectly: Trade Unions, Elected Members		
What information/statistics/evidence are you using?	Existing HR policies and employment law and legislative guidelines Information from CHRIS (HR information management system) External – LGA/WME advice as necessary		

What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2012 – for definitions, please see overleaf.	
1. Age	<b>Positive/Negative</b> Neutral: applies to all staff
2. Disability	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
3. Gender Reassignment	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
4. Marriage and Civil Partnership	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
5. Pregnancy and Maternity	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
6. Race	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
7. Religion of belief	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
8. Sex	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff.
9. Sexual Orientation	<b>Positive/Negative</b> Evidence: Neutral: applies to all staff
<b>Other</b> e.g. deprivation, health inequalities, urban/rural divide, community safety	A small proportion of staff, (c.20), majority casual staff will see a freeze of £8.45 per hour for 2018-19. This freeze will continue until such a time the National Living Wage rate (currently £7.50 per hour) exceeds it.
<b>Conclusion</b>	Is a full assessment required? NO
<b>Signed</b>	Date 25 <sup>th</sup> August 2017

*R Simpson*

**Rachael Simpson**

**Agreed**

*I Miller*

**Ian Miller**

Date 28 August 2017

**A full EqIA is required if the initial screening has identified the service/policy/project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the Council's workforce.**

## **Protected characteristics: definitions**

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

**Age** – where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

**Disability** – a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender reassignment** – the process of transitioning from one gender to another.

**Marriage and civil partnership** – marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

**Pregnancy and maternity** – pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and 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, and this includes treating a woman unfavourably because she is breastfeeding.

**Race** – it refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief** – religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

**Sex** – a man or a woman.

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