

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	Pay and Grading Review and the introduction of job families	Is this a new or existing service/policy/project?	New
Directorate	Council wide		
Officers responsible for: a) Service/policy/project b) Completing EIA	Ian Miller, Head of Paid Service Rachael Simpson, Principal HR Advisor		
Date	26.01.2021		
What is the purpose and expected outcomes/	To implement and new pay and grading structure.		
Will there be any effect on other Council procedures or strategies e.g. Corporate Plan or the council's workforce?	Workforce		
Are there any statutory requirements or implications?	Employment Rights Act Equal Pay Act Equality Act		
Are there any other organisations/bodies involved?	West Midlands Employers		
Who are the main customer groups/stakeholders affected?	All NJC Staff GMB and Unison Trade Unions Members		
What information/statistics/evidence are you using?	Data from HR Management System Job Evaluation System Job descriptions/role profiles WME Equality Impact assessment of the proposed Pay and Grading review, November 2020		

What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2010 – for definitions, please see overleaf.

<p>1. Age</p>	<p>Neutral Evidence: The equality data show no statistically significant impact on any one age group of staff other than that which has already been explored and attributed to other (occupational) reasons. The workforce has a typical age profile with larger numbers of staff in the 36 to 60 age brackets than younger or other groups. Any impact is not as a result of the review as posts are not specific to age.</p>
<p>2. Disability</p>	<p>No Impact. Data sets for this and subsequent groups (other than gender) are either not held, are incomplete or relate to small numbers which make it difficult to analyse any impact.</p>
<p>3. Gender Reassignment</p>	<p>No Impact</p>
<p>4. Marriage and Civil Partnership</p>	<p>No Impact</p>
<p>5. Pregnancy and Maternity</p>	<p>No Impact</p>
<p>6. Race</p>	<p>No Impact</p>
<p>7. Religion of belief</p>	<p>No Impact</p>
<p>8. Sex</p>	<p>Negative Evidence: The higher proportion of “green circle” male workforce is driven by occupational groups. The new structure is likely to reduce the gender pay gap which in WFDC shows women earn, on average, more than men. The overall impact of the proposal for “red circles” has a slight disproportionate impact on females, with 2.78% more women as red circles than men (equivalent to 19 posts and 5.86% of the workforce) but only a 0.7% difference on headroom losers equivalent to 1 post. Unlike the green circle group, there is no significant occupational</p>

	<p>grouping with a male / female bias and the majority of the roles are gender neutral. It is not possible to mitigate the effects of historic distribution of the genders between occupational groups, without distorting an equitable approach to the allocation of job roles within the new grading structure.</p> <p>The unions have seen and accepted the full equality impact assessment produced by WME and also accepted the review following a ballot of members, allowing a collective agreement to be achieved (subject to full Council approval).</p>
9. Sexual Orientation	No Impact
Other e.g. deprivation, health inequalities, urban/rural divide, community safety	N/A
Conclusion	Is a full assessment required? YES – WME, November 2020
Signed	Date 26/1/21
Agreed <i>IR Miller</i>	Date 26/1/21
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.