



## Equality Impact Assessment (EqIA)

Name of Project	Performance Management Scheme for Chief Officers	Staffing & Remuneration Committee meeting date	26 <sup>th</sup> January 2015
Service area responsible	Human Resources		
Name of completing officer	Jacque Mcgeachie	Date EqIA created	9 <sup>th</sup> January 2015
Approved by Director / Assistant Director	Tracie Evans	Date of approval	

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead – Jacquie McGeachie	5.
2. Equalities / HR - Nicola Mathieson/Christiana Kyriacou	6.
3. Legal Advisor – Edmund Jankowski	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups
<p>A report will be going to Staffing &amp; Remuneration Committee on the 26<sup>th</sup> January to seek an ‘in principle’ decision to cease The Performance Management Scheme for Chief Officers subject to appropriate staff and trade union consultation.</p> <p>This equalities impact assessment has taken place to assess the impact of these proposals on the affected employees. There are currently 66 employees who will be impacted and includes The Chief Executive and employees graded on COB1 to COB4 and SM1 to SM7.</p>

**Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment**  
 Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

<b>Data Source (include link where published)</b>	<b>What does this data include?</b>
EqlA Profile on the website	Age, gender, ethnicity, disability information – for the Council
EqlA Profile of employees affected	Age, gender, ethnicity, disability information – for the cohort of employees

**Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment**  
 This section to be completed where there is a change to the service provided

<b>Data Source (include link where published)</b>	<b>What does this data include?</b>
Not applicable – This assessment has been made on the impact on the relevant Haringey Council employees only and not on the impact on the service	

Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:

Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	Not applicable for residents or service delivery			
Gender Reassignment				
Age				
Disability				
Race & Ethnicity				
Sexual Orientation				
Religion or Belief (or No Belief)				
Pregnancy & Maternity				
Marriage and Civil Partnership				

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups:

Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
Sex	No	Yes	Males are disproportionately affected compared with the Council profile - 58% compared with the Council profile of 32%. However, the 58% sit within grade band PO8+ and when we compare to the Council profile of males in this grade band (47%) it is less disproportionate.	

Gender Reassignment				Insufficient data held to make an assessment
Age	No	Yes	<p>The age profile of those affected by these proposals broadly align with the Council profile except for age group 45-54 - 50% compared with the Council profile of 37%.</p> <p>Also, 3% (2 employees) of affected staff are nearing retirement age and the proposals may impact their final salary for pension purposes. Therefore, these staff may be seen more disadvantaged than others.</p>	
Disability		No	3% of employees affected have a disability compared with the Council Profile of 10%.	
Race & Ethnicity		Yes	<p>Compared to the Council profile Black, Asian, Mixed and White Minorities are less impacted.</p> <p>'White' employees are disproportionately affected at 61% compared with the Council profile of 29%.</p>	

			However, if we compare this 61% to the Council Profile of White staff in grade band PO8+ (62%) this indicates that this is proportionate and that the majority of staff in the PO8+ grade group are White.	
Sexual Orientation				Insufficient data held to make an assessment
Religion or Belief (or No Belief)				Insufficient data held to make an assessment
Pregnancy & Maternity				Insufficient data held to make an assessment
Marriage and Civil Partnership				Insufficient data held to make an assessment

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>This data has highlighted that consideration needs to be given to mitigate the impact on our employees who are male; in age group 45-54 and those nearing retirement age; ethnic group: White</p>	<ol style="list-style-type: none"> <li>1. As part of the consultation process all staff will be given the opportunity to provide comments on the proposals put forward. This will be achieved through staff briefing sessions, one to ones and by other means deemed appropriate.</li> <li>2. As part of the Modern Reward Strategy Project the Council will undertake a review of Senior Managers and Chief Officers pay and grading structure arrangements. This will involve benchmarking pay against other similar organisations to ensure employees are paid fairly for the work they do. As part of this review an Equalities impact assessment will be carried out to determine the impact of the review on staff by the protected characteristics.</li> <li>3. HR has introduced a dedicated Policy &amp; Equalities Manager post. When appointed this manager will be a key member of the Workforce project team and every quarter will produce a</li> </ol>

council wide EQIA to monitor the impact on protected groups.  
 4. An Equal Pay Audit will be carried out to review the impact of the implementation of the Modern Reward Strategy in 2018.

### Stage 7 - Consultation and follow up data from actions set above

Data Source (include link where published)	What does this data include?
<p>Staff and trade union consultation comments will be reported back to Staffing and Remuneration Committee on 19 February 2015 before any final decision is taken to cease the scheme and full consideration of the impacts highlighted in this EQIA will be considered.</p>	<p>It will include a summary of the feedback received from staff and trade unions and the impact.</p>

### Stage 8 - Final impact analysis

Please find below a summary of impact analysis by grade, ethnicity, age, gender and disability.

Grade	Affected Staff %	Council Profile %
SC1-SC5	0	31
SC6-SO2	0	22
PO1-PO3	0	24
PO4-PO7	0	17
PO8+	100	6

Ethnicity	Affected Staff %	Council Profile %	Impact %
Black	11	36	-25
Asian	6	9	-3
Mixed	2	4	-2
Other	6	3	+3
White Minority	15	17	-2



White	61	29	+32
Not Declared	0	2	-2

Age	Affected Staff %	Council Profile %	Impact %
16-24	0	1	-1
25-34	5	15	-10
35-44	26	24	+2
45-54	50	37	+13
55-64	20	21	-1
65+	0	2	-2

Gender	Affected Staff %	Council Profile %	Impact %
Male	58	32	+26
Female	42	68	-26
Gender & Grade Band	Affected Staff %	Council Profile %	Impact %
Male PO8+	58	47	+11
Female PO8+	42	53	-11

Disability	Affected Staff %	Council Profile %	Impact %
Yes	3	10	-7
No	97	90	+7
Disability & Grade Band	Affected Staff %	Council Profile %	Impact %
Yes - Disabled PO8+	3	2	+1
No - Disabled PO8+	97	98	-1

## Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director

Date of review

Review approved by Director / Assistant Director

Date of review

### Stage 10 – Publication

Ensure the completed EqlA is published in accordance with the Council's policy.