

Equality Impact Assessment

Name of Project	Implementation of New Senior Pay and Grading Arrangements	Cabinet meeting date If applicable	
Service area responsible	Chief Operating		
Name of completing officer	Yiota Panayiotou	Date EqIA created	11/01/2016
Approved by Director / Assistant Director	Jacque McGeachie	Date of approval	15/01/2016

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

- **Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act**
- **Advancing equality of opportunity between those with ‘protected characteristics’ and those without them**
- **Fostering good relations between those with ‘protected characteristics’ and those without them.**

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 Councils commitment to equality; please visit the Council’s website.

Stage 1 – Names of those involved in preparing the EqlA	
1. Project Lead: Ian Morgan	5.
2. Equalities / HR: Christiana Kyriacou	6.
3. Legal Advisor (where necessary): 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. Also carry out your preliminary screening (Use the questions in the Step by Step Guide (The screening process) and document your reasoning for deciding whether or not a full EqlA is required. If a full EqlA is required move on to Stage 3.

The aim of the Modern Reward Strategy is to have a modern, sustainable, fair and transparent pay and grading structure, aligned to equalities and business goals, which rewards people fairly for their contribution to the Council.

The Modern Reward Strategy Project Main Objectives and Outcomes are:

- A review of the Council's pay and grading structure with the objective of implementing a single pay and grading structure using one job evaluation scheme.
- A review of all the Council's terms and conditions including allowances for all employees (except Teachers and employees on Soulbury terms and conditions).
- A review of Chief Officer and Senior Managers pay and grading arrangements.
- The development and implementation of job families and generic role profiles.
- Implementation of Senior Managers' Pay & Grading Arrangements.
- Conduct of the Senior Managers' Pay Review for 2016.
- New Senior Manager Contract.

As the implementation of the new Senior Manager Pay & Grading arrangements will affect existing and future employees of council across all protected equality strands it is necessary to conduct an EqlA. An EqlA will allow the council to consider the potential impact of the proposal and identify any unintended consequences that could impact on equality and risk the council failing to meet its statutory equality duties. The assessment will allow the council to reduce where possible any adverse impact identified and ensure that alternatives can be considered.

Financial savings:

A savings target has not been attached to this project.

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.

Data Source (include link where published)	What does this data include?
EqlA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough
External benchmarking of Local Authority reward systems	Information on the reward strategies of London Boroughs including neighbouring boroughs such as Camden Council and Barnet Council.

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

Data Source (include link where published)	What does this data include?
Employee data of affected staff drawn from SAP report	Data includes information on equality profile of affected employees including age, gender, disability, faith, sexual orientation and race.

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	The new pay and grading structure will reward and reinforce the behaviours that are required to build an agile and flexible workforce.			
Gender Reassignment	As above			
Age	As above			
Disability	As above			
Race & Ethnicity	As above			
Sexual Orientation	As above			
Religion or Belief (or No Belief)	As above			
Pregnancy & Maternity	As above			
Marriage and Civil Partnership (note this only applies in relation to eliminating unlawful discrimination (limb 1))	As above			

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?																
<p>Sex</p> <p>The gender split of employees affected by the implementation shows that men are overrepresented in this group when compared to the Council wide profile. The most recent Council Employment Profile can be accessed here</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>No.</th> <th>% affected by implementation</th> <th>% Council Wide</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>30</td> <td>47</td> <td>67</td> </tr> <tr> <td>Male</td> <td>34</td> <td>53</td> <td>33</td> </tr> <tr> <td>Total</td> <td>64</td> <td>100</td> <td>100</td> </tr> </tbody> </table> <p>Table 1: Gender analysis of employees affect by implementation</p>	Gender	No.	% affected by implementation	% Council Wide	Female	30	47	67	Male	34	53	33	Total	64	100	100			See text on the left	✓
Gender	No.	% affected by implementation	% Council Wide																	
Female	30	47	67																	
Male	34	53	33																	
Total	64	100	100																	
<p>Gender Reassignment</p> <p>The Council currently does not collate information on Gender Reassignment. There is no evidence to suggest that the proposal would have a negative effect on this group, as it has been designed to treat all groups fairly for their contributions to the Council and there is no evidence this group are overrepresented in the affected group, comparing it with the Council workforce as a whole.</p>			See text on the left	✓																
<p>Age</p> <p>The age group analysis of those affected by the implementation shows employees aged 45 to 54 years old (51%) are overrepresented in this group compared with the Council profile (38%).</p>			See text on the left	✓																

Age Band	% affected by implementation	% Council Wide
16 to 24	0	1
25 to 34	8	13
35 to 44	27	24
45 to 54	51	38
55 to 64	14	23
65 and over	0	2
Total	100	100

Table 2: Age analysis of employees affect by implementation

Disability

The disability analysis of those affected by the implementation shows that there are no employees recorded as having a disability.

It should be noted that there are 12 employees in this population that have not declared, therefore in this population there may be employees who have a disability but prefer not to say.

% Disabled	% Not Disabled	% Not Declared	% Diasbled Council Wide
0	81	19	10

Table 3: Disabled analysis of employees affect by implementation

See text on the left

✓

Race & Ethnicity

The ethnicity analysis of those affected by the implementation shows employees in the White group are overrepresented in this group compared with the Council profile.

Ethnic Group	% affected by implementation	% Council Wide
BAME	19	53
White	67	16
White Other	8	29
Not Declared	6	2
Total	100	100

Table 4: Race analysis of employees affect by implementation

See text on the left



Sexual Orientation

The sexual orientation analysis of those affected by the implementation shows employees in the Heterosexual group are overrepresented in the affected population compared with the Council profile.

Sexual Orientation	% affected by implementation	% Council Wide
Not Recorded	44	72
Bi-Sexual	0	0
Gay Man	2	0
Heterosexual	44	20
Lesbian	0	0
Prefer not to say	11	7

Table 5: Sexual orientation analysis of employees affect by implementation

See text on the left



Religion or Belief (or No Belief)

The Religion/Belief analysis of those affected by the implementation shows employees in the Christian group are overrepresented in the affected population compared with the Council profile.

Religion/Belief	% affected by implementation	% Council Wide
Not Recorded	44	72
Christian	19	13
Hindu	0	1
Jewish	0	0
Muslim	0	2
None	27	6
Other	0	1
Prefer not to say	11	6

Table 6: Religion/Belief analysis of employees affect by implementation

See text on the left



Pregnancy & Maternity

2% of those affected by the implementation are on maternity leave compared to 1% Council wide.

See text on the left



**Marriage and Civil Partnership
(note this only applies in relation to eliminating unlawful discrimination (limb 1))**

14% of those affected by the implementation are married compared to 9% Council wide.

See text on the left



Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>This analysis assesses the potential impact of the implementation on the affected population. Human Resources and the Reward team have kept Trade Unions fully informed of progress and highlighted any issues to their attention through regular communication.</p> <p>The analysis of current post holders have been drawn from records held on SAP. It should be noted however, as this Equality Impact Assessment (EqIA) is a public document, there are no details disclosed that could reveal an employee's identity.</p> <p>In summary there is evidence to suggest that some equality strands are more likely to be affected by the adoption of the proposed new contracts, for example men and those employees aged between 45 to 54, than other equality strands. This is due to men and employees aged between 45 and 54 being overrepresented in the group of those affected by the change, as compared with their representation in the Council's workforce as a whole.</p> <p>Overall there is no evidence to suggest that any equality group will be disadvantaged by the implementation, as considered overall the proposed new contracts are not less advantageous to the affected population than the contracts that apply to the rest of the Council's workforce.</p>	<p>There is a gap in the religion/belief and sexual orientation information of the affected employees as well as Council wide. The analysis identified that 44% of the employees affected by the implementation did not declare having a particular religion/belief or sexual orientation.</p> <p>It is intended that we will seek to address the gaps by a running council wide exercise. In addition, we will be sending out a form to obtain this data with all new senior manager contracts and reminding this population of the Council's obligation to collate, monitor and report on the protected strands.</p> <p>HR has set up effective consultation and engagement workshops to help employees understand the new Senior Managers Pay and Grading arrangements, it's implementation and how it affects them.</p>

Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
Trade Unions HR	Holding weekly meetings with unions. Workshops to provide an update on the progress so far and to advise on the next steps.

Stage 8 - Final impact analysis

A final assessment will be completed after the implementation of the new Senior Managers Pay and Grading Review.

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 EqIA is published in accordance with the Council’s policy.