

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Schools Model Pay Policy		
Directorate	Resource and Transformation		
Service	School's Consultancy Team		
Responsible Officer	Kerry Smith		
Proposal planning start	September 2020	Proposal start date (due or actual date)	1st September 2020 (to be back dated in accordance with STPCD)

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	Revision
	Procedure	No	NA
	Guidance	No	NA
	Is this a service to customers/staff/public?	No	NA
	If yes, is it contracted or commissioned?	No	NA
	Other - give details		
2	What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?		
	<p>The Model Pay Policy sets out a policy on pay and conditions for all staff employed in Schools and Academies to be adopted by Governors. The policy aims to assist schools to attract and retain skilled employees. The policy incorporates the requirements of the School Teachers Pay and Conditions Document.</p> <p>This is an annual review of the Pay Policy and has been amended to remain in line with current legislation and good practice. The policy will be applicable to all school based staff should governors decide to adopt the policy. Schools that do not adopt the Model Policy will be required to undertake consultation on the Policy they intend to adopt.</p> <p>The changes to STPCD are:</p> <ul style="list-style-type: none"> • Minimum of the Main Pay Range is increased by 5.5 per cent. • Maximum of the Main Pay Range and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75 per cent. • Advisory pay points are reintroduced on the Main Pay Range (6 points) and Upper Pay Range (3 points) from September 2020. <p>The since 2015 the policy has had a 7 point Main Pay Range (1 to 5, and 6a and 6b). The proposed change back to a 6 point range as advised in the STPCD removes the 6a point, leaving 6b as a new point 6 and the maximum of the Main Pay Range.</p>		



3	Who is the proposal likely to affect?			
	People in Walsall	Yes / No	Detail	
	All	No	Staff employed in schools and academies.	
	Specific group/s	Yes		
	Council employees	Yes		
	Other (identify)	Yes		
4	Please provide service data relating to this proposal on your customer's protected characteristics.			
	<p>The council's education workforce profile is detailed in the Education Employment Monitoring report 2019/20. This data captures 69 schools out of a total 119 in the borough. The Model Pay Policy may be adopted by any of these schools as the Governing Bodies have responsibility for staffing and can chose which policies to approve.</p> <p>The full group of staff in council schools are made up of 91.43% female employees and 8.57% males. Of those who have declared their ethnicity 11.97% are from a minority ethnic group and 19.06% have chosen not to state their ethnicity. 0.69% of school employees have declared a disability.</p>			
5	Please provide details of all engagement and consultation undertaken for this proposal. (Please sue a separate box for each engagement/consultation).			
	<p>Consultation has taken place with Head Teachers from Primary, Nursery, and Special schools and also secondary schools that are not academies. In addition, Children's Services, Finance and Legal have been consulted. Both Teacher and Support staff Trades Unions have been consulted. The uplift across the ranges has been welcomed.</p> <p>Following the release of the School Teachers Pay and Conditions Document further consultation has taken place with Trades Union and Management form within the Council.</p> <p>Model Pay Policy will be submitted to CMT on 5 November 2020 and Personnel Committee on 23 November 2020.</p>			
	Consultation Activity			
	Complete a copy of this table for each consultation activity you have undertaken.			
	Type of engagement/consultation	Assistant Director of Children's Services Headteachers Trades Unions	Date	17/09/2020 24/09/2020 30/09/2020
	Who attended/participated?	As above		
	Protected characteristics of participants	A range of protected characteristics including, gender, race, age, disability.		
	Feedback			
Feedback has been received during the consultation with no issues arising.				

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Concise overview of all evidence, engagement and consultation

Full consultation with trades union and Management has taken place at various stages of the development of this Policy:

Consultation by email with Trades Union and Management within the Council to establish views on current Policy and areas of concerns to be considered when undertaking the review.

Consultation meeting held to discuss feedback on current Policy to and areas of concerns to be considered when undertaking the review.

Consultation meeting held with Trades Union to obtain feedback on the draft procedure. Trade Unions agreed to moving to a 6 point range in accordance with the advisory model set out in the STPCD.

The policy will be sent for approval at CMT on 5 November 2020 and Personnel Committee on 23 November 2020.

Following council approval the policy is recommended for adoption to School/Academy Governing Bodies, if they adopt the policy the pay award will be backdated to 1 September 2020 in line with Teachers' Terms and Conditions.

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How may the proposal affect each protected characteristic or group?
The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.

Characteristic	Affect	Reason	Action needed Yes / No
Age	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.	No
Disability	Negative	<p>The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.</p> <p>Potential impact on employees who require reasonable adjustments for communication and for those who do not understand the policy e.g. employees with learning disabilities.</p>	Yes
Gender reassignment	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.	No

	Marriage and civil partnership	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.	No
	Pregnancy and maternity	Negative	<p>The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.</p> <p>Potential impact for people who are on maternity or paternity leave and are not updated about the policy.</p>	Yes
	Race	Neutral	<p>The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.</p> <p>Potential impact on employees where English is not their first language may require additional communication</p>	Yes
	Religion or belief	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.	No
	Sex	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.	No
	Sexual orientation	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets out clear guidelines to reduce the risk of discrimination.	No
8	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.			(Delete one) No
9	Which justifiable action does the evidence, engagement and consultation feedback suggest you take?			
	A	No major change required		
	B	Adjustments needed to remove barriers or to better promote equality		

C	Continue despite possible adverse impact
D	Stop and rethink your proposal

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
Day of Launch	The policy to be explained/made available to employees, including those on maternity /parental leave.	Employee's line manager should make themselves available to explain the policy to ensure understanding and offer support to allow individuals to achieve the requirements	As and when required	
Day of Launch	The procedure will be explained/made available in other languages on request for employees whose first language is not English.	Appropriate liaison as required with the councils Interpretation, Translation, Transcription and Easy Read service (ITTE)	As and when requested	
Day of Launch	Alternative formats (audio and Easy Read) for disabled employees of the new policy will be made available on request.	Liaison as required with the appropriate council procured services via the Community, Equality and Cohesion team.	As and when requested	

Update to EqIA	
Date	Detail
01/09/2021	Procedure to be reviewed annually

Contact us

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Inside Walsall: [http://int.walsall.gov.uk/Service information/Equality and diversity](http://int.walsall.gov.uk/Service_information/Equality_and_diversity)