

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

Proposal name	Unattached Teachers Pay Policy		
Directorate	Resource and Transformation		
Service	HR Strategy and Planning		
Responsible Officer	Rebecca Lloyd		
Proposal planning start	August 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 Unattached Teachers Pay Policy sets out Council policy on pay and conditions for all Unattached Teachers, assisting the Council to attract and retain skilled employees. The policy will be applicable to all unattached teachers employed within the Council under teachers' terms and conditions. The policy incorporates the requirements of the School Teachers Pay and Conditions Document (STPCD), which is published annually.</p> <p>This is an annual review of the Unattached Teachers' Pay Policy and has been amended in line with current legislation and good practice, as well as the requirements of the STPCD document 2020.</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>		



	For the Unattached Teachers, with the exception of the minimum of the pay ranges (which must be met), the pay points in Walsall Council do not match with those advised in the STPCD, as a result of the legacy 1% reduction from the 2017 terms and conditions review. The percentage uplift for 2020 is on the reduced base salary points of 2019.		
3	Who is the proposal likely to affect?		
	People in Walsall	Yes / No	Detail
	All		The Council currently employs 29 individuals classed as Unattached Teachers on Teachers Terms and Conditions affected by this policy.
	Specific group/s		
	Council employees	Yes	
	Other (identify)		
4	Please provide service data relating to this proposal on your customer's protected characteristics.		
	Corporately unattached teachers represent less than 1% of the corporate workforce.		
	As at 1 September 2020 this group of staff are made up of 82.6% female employees and 17.4% males. Of the employees classed as unattached teachers that have declared their ethnicity 7.7% are from a minority ethnic group and 10.3% have chosen not to state their ethnicity. 4.0% of unattached teachers have declared a disability.		
5	Please provide details of all engagement and consultation undertaken for this proposal. (Please sue a separate box for each engagement/consultation).		
	<p>The School Teachers Pay and Conditions Document (STPCD) details the terms of employment of those employees within teacher's terms and conditions. The Document and statutory guidance have been amended in response to the recommendations in the 30th report of the School Teachers' Review Body (the STRB) and the changes to the STPCD 2020. Details of these changes are set out below.</p> <p>The Document and statutory guidance were subject to consultation with the teacher unions, employers and other relevant interested parties as part of the usual statutory consultation process. The final version of the STPCD was not published until October 2020, with pay awards being back dated to 1 September 2020.</p> <p>The School Teachers Pay and Conditions Document gives discretion on how the pay uplift is to be applied locally.</p>		

Consultation Activity

Complete a copy of this table for each consultation activity you have undertaken.

Type of engagement/consultation	Relevant Senior Managers within the Council	Date	01/10/20 to 14/10/20
Who attended/participated?	Senior Managers within Access and Inclusion (SEN team), and Place and Environment (Forest Arts).		
Protected characteristics of participants	A range of protected characteristics including, gender, race, age, disability.		
Feedback Agreed to the pay uplift and moving to the advisory 6 point pay range, however Children's Services			

Type of engagement/consultation	Trades union	Date	01/10/20 to 14/10/20
Who attended/participated?	Teachers unions/professional associations		
Protected characteristics of participants	A range of protected characteristics including, gender, race, age, disability.		
Feedback Oppose using the current base salary (with the 1% reduction from 2017) for the pay uplift due to inequality for unattached teachers compared to teachers within Walsall schools. The unions don't believe that teachers are in the same situation as other council employees (who have the legacy 1% reduction). Unattached teachers work in schools, alongside school based colleagues who are being paid more (as they were not subject to the terms and conditions review) and this gives inequality.			

6 Concise overview of all evidence, engagement and consultation

Full consultation with trades union and council management for the unattached teachers has taken between 1/10/20 and 14/10/20.

Trades union and Senior Managers within the relevant service areas agree with applying the pay uplift to each reference point within the pay structure, and the reintroduction of a 6 point Main Pay Range (i.e. removing point M6a).

With the exception of the pay uplift and the removal of point 6a, the policy remains the same as previously agreed and in line with the School Teachers Pay and Conditions Document, albeit at the reduced Walsall rate.

The Teachers Trade Unions do not agree overall with the Unattached Teachers' Pay Policy as they are concerned that these corporately employed teachers are disadvantaged to teachers in Walsall schools, due to the legacy of the terms and conditions review which saw a 1% reduction to salaries in 2017. Pay awards since 2017 have been at the national parentage uplift rate but on the reduced salary base. The trade unions do not feel that teachers are in the same situation as other council employees and should not be compared to them, they consider teachers' pay in the council should mirror teachers pay in schools. The unattached teachers work in schools, alongside the

	<p>school based teachers who are being paid more and feel this is an inequality. However all other corporate employees continue to be paid at a reduced rate compared to their terms and conditions national pay scales.</p> <p>The policy will be sent for approval at CMT on 5 November 2020 and Personnel Committee on 23 November 2020. If approved the pay award will be backdated to 1 September 2020 in line with Teachers' Terms and Conditions.</p>		
7	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	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	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. 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. 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	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. Potential impact for people Yes

			who are on maternity or paternity leave and are not updated about the policy.	
	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	Employee's line manager should make	As and when	

	available to employees, including those on maternity /parental leave.	themselves available to explain the policy to ensure understanding and offer support to allow individuals to achieve the requirements	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)