

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

Proposal name	Schools Model Pay Policy		
Directorate	Resource and Transformation		
Service	HR Schools Consultancy		
Responsible Officer	Primula Paul		
Proposal planning start	August 2021	Proposal start date (due or actual date)	1st September 2021 (to be back dated in accordance with STPCD which is not published until end October 2021)

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 in relation to the pay are:</p> <ul style="list-style-type: none"> A consolidated award of £250 awarded to all teachers whose full time equivalent basic earnings are less than £24,000. Any part-time teachers whose full-time equivalent basic earnings meet the eligibility criteria receive the award on a pro-rata basis according to their working hours; reintroduction of advisory pay point structure for the unqualified teacher pay range; 		



	<ul style="list-style-type: none"> • changes in the number of days that teachers must be available to work as a result of the additional Bank Holiday on Friday 3rd June 2022 to mark the Queen's Platinum Jubilee; • incorporates the statutory induction changes for Early Career Teachers (ECTs); • introduces flexibilities around TLR3 by removing the consecutive use clause, which could introduce a payment mechanism for tutoring when being delivered by main and upper pay range teachers outside of directed time and within the normal school day, to address learning disruption as a result of the pandemic. 		
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)	No	
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 2020/21. 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>As of 31 March 2021 the total number of Education employees were 3527. The education workforce is made up of 90.84% females. 11.68% of the education workforce are classified as minority ethnic. In total there were 20 employees (0.57% of the education workforce) who declared they had a disability, as defined by the Equality Act 2010. 6.15% of the education workforce are under 25 years of age, 18.4% of the workforce are 55 years or older, 39.89% of the education workforce are aged between 40-54 years old and 45-49 years old are the largest age group making up 13.8% of the education workforce.</p>		
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 31st report of the School Teachers' Review Body (the STRB) and the changes to the STPCD 2021.</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 2021, with pay awards being back dated to 1 September 2021.</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	Senior WCS Officers	Date	29/10/21
Who attended/participated?	Senior WCS Officers		
Protected characteristics of participants	A range of protected characteristics including, gender, race, age, disability.		
Feedback			
No comments were received from consultation.			

Type of engagement/consultation	Trades union - via email, with a meeting held on the 12/10/21	Date	12/10/21 to 27/10/21
Who attended/participated?	Teachers unions/professional associations		
Protected characteristics of participants	A range of protected characteristics including, gender, race, age, disability.		
Feedback			
The trade unions approved of implementing the changes in accordance with the STPCD.			

6 Concise overview of all evidence, engagement and consultation

Full consultation with trades union and council management for the Schools Model Pay Policy 12/10/21 and 28/10/21.

No comments were received in respect of protected characteristics. The Schools Model Pay Policy includes the relevant changes to STPCD and statutory guidance with regards to teachers' pay and progression.

The policy will be sent for approval at CMT on 18/11/21 and Personnel Committee on 06/12/21. If approved the pay award will be backdated to 1 September 2021 in line with Teachers' Terms and Conditions.

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	Reason	Action needed Yes / No
Age	Neutral	The policy sets out the approach to pay in regards to teachers pay, therefore it sets	No

			out clear guidelines to reduce the risk of discrimination.	
	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	Positive	The policy sets out the approach to pay in regards to teachers pay, therefore it sets	No

			out clear guidelines to reduce the risk of discrimination.	
			Women make up the majority of those impacted and the basis of the policy is related to fairness and improving pay conditions.	
	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	

Update to EqIA	
Date	Detail
01/09/2022	Procedure to be reviewed annually

Contact us

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