

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

Proposal name	1% Pay Increase to Recognise and Reward Staff for their Hard Work and Resilience through the Covid Pandemic		
Directorate	Resource and Transformation		
Service	HR Strategy and Planning Team		
Responsible Officer	Rebecca Lloyd		
Proposal planning start	March 2021	Proposal start date (due or actual date)	01 April 2021

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	Revision
	Procedure	N/A	
	Guidance	N/A	
	Is this a service to customers/staff/public?	N/A	
	If yes, is it contracted or commissioned?	N/A	
	Other - give details	N/A	
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 proposal is to recognise the hard work and resilience shown by all employees in response to the COVID-19 pandemic and in doing so say thank you by seeking approval to increase by 1%, pay for all Walsall Council staff. This change will be with effect from 01 April 2021.</p> <p>This decision links to the Pay Policy Statement which sets out the Council policy on pay and conditions for senior managers and employees, assisting the Council to attract and retain skilled employees and ensuring compliance with legislative requirements under the Localism Act 2011 and the Equality Act 2010.</p> <p>The associated pay scale tables in the appendices to the Pay Policy Statement will be revised once the 1% increase is approved and implemented. There are no other changes to the Pay Policy Statement.</p>		
3	Who is the proposal likely to affect?		
	People in Walsall	Yes / No	Detail
	All	No	All corporate employees (excluding school based staff where the Governing Body has delegated authority).
	Specific group/s	No	
	Council employees	Yes	



	Other (identify)	N/A																																			
4	Please provide service data relating to this proposal on your customer's protected characteristics.																																				
	<p>As of 31 December 2020 the total number of Walsall Council employees (excluding Schools) were 3105.</p> <p>From the annual Employment Monitoring Report (31 March 2020) the Council's corporate workforce of 3097 employees was made up of 67.7% females. 23.55% of the workforce were classified as minority ethnic. In total there were 151 employees (4.88% of the workforce) who declared they had a disability, as defined by the Equality Act 2010. 3.81% of the workforce are under 25 years of age, 28.16% of the workforce are 55 years or older, 42.85% of the workforce are aged between 40-54 years old and 50-54 years old are the largest age group making up 17.69% of the workforce.</p> <table border="1"> <thead> <tr> <th colspan="4">Gender pay gap analysis (full, part time and casual employees)</th> </tr> </thead> <tbody> <tr> <td>¹Difference in mean pay</td> <td>5.88%</td> <td>Difference in median pay</td> <td>5.70%</td> </tr> <tr> <td>²Difference in median bonus pay</td> <td>0%</td> <td>Difference in median bonus pay</td> <td>0%</td> </tr> <tr> <td>³Proportion of male/female who received bonus pay in the 12 months leading up to and including 31st March 2020</td> <td></td> <td colspan="2">Male 36% Female 64%</td> </tr> <tr> <td></td> <td></td> <td>Male</td> <td>Female</td> </tr> <tr> <td></td> <td>L</td> <td>17.59%</td> <td>82.41%</td> </tr> <tr> <td rowspan="3">⁴Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower</td> <td>LM</td> <td>41.85%</td> <td>58.15%</td> </tr> <tr> <td>UM</td> <td>35.50%</td> <td>64.50%</td> </tr> <tr> <td>U</td> <td>34.70%</td> <td>65.30%</td> </tr> </tbody> </table>			Gender pay gap analysis (full, part time and casual employees)				¹ Difference in mean pay	5.88%	Difference in median pay	5.70%	² Difference in median bonus pay	0%	Difference in median bonus pay	0%	³ Proportion of male/female who received bonus pay in the 12 months leading up to and including 31st March 2020		Male 36% Female 64%				Male	Female		L	17.59%	82.41%	⁴ Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower	LM	41.85%	58.15%	UM	35.50%	64.50%	U	34.70%	65.30%
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5	Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).																																				
	<p>The trade unions are consulted regarding any changes to the council pay policies. This proposed increase is welcomed by the trade unions, to acknowledge the hard work and commitment of all employees in response to the COVID 19 pandemic.</p> <p>The 1% pay award report will be submitted to CMT on 11/03/2021, followed by Personnel Committee for approval on 15/03/2021.</p>																																				

	Consultation Activity Complete a copy of this table for each consultation activity you have undertaken.			
6	Concise overview of all evidence, engagement and consultation			
	The Trade Unions have been informed of this proposed increase and welcome the increase to acknowledge the hard work and commitment of all employees in response to the COVID 19 pandemic.			
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 decision applies to all employees – no impact foreseen.	No
	Disability	Neutral	The policy decision applies to all employees.	No
	Gender reassignment	Neutral	The policy decision applies to all employees – no impact foreseen.	No
	Marriage and civil partnership	Neutral	The policy decision applies to all employees – no impact foreseen.	No
	Pregnancy and maternity	Neutral	The policy decision applies to all employees – no impact foreseen.	No
	Race	Neutral	The policy decision applies to all employees – no impact foreseen.	No
	Religion or belief	Neutral	The policy decision applies to all employees – no impact foreseen.	No
	Sex	Positive	Given the majority of the workforce are woman there is potential that this could impact on the gender pay gap, however this would be on the reporting for 31 March 2022.	Yes

	Sexual orientation	Neutral	The policy decision applies to all employees – no impact foreseen.	No
	Other (give detail)	N/A		
	Further information	N/A		
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
April 2021	Analysis of the Gender Pay Gap report to assess any impact of the 1% pay award in closing the pay gap.	HR Strategy & Planning	April 2022	

Update to EqIA	
Date	Detail

Contact us

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Inside Walsall: http://int.walsall.gov.uk/Service_information/Equality_and_diversity