

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 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 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 2021.</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; • 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.

The Personnel Committee in March 2021 approved that from 1st April 2021 all council staff would have a pay increase of 1% in recognition of the hard work and resilience though the Covid pandemic. The pay award off set the 1% reduction from the 2017 terms and conditions review, which affected the unattached teacher. Since April 2021 the council's unattached teachers' pay scales mirror teachers' pay scales in the Schools Model Pay Policy adopted by Walsall Council schools.

There are currently no unattached teachers whose full time equivalent basic earnings are less than £24,000 that would attract the £250 pay award. This has been included in the pay policy for future new starters should they be appointed on the lower end of the unqualified teachers pay scale.

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 2021 this group of staff are made up of 82.8% female employees and 17.2% male employees.

Of the employees classed as unattached teachers that have declared their ethnicity 8.3% are from under-represented groups*. 17.2% have chosen not to state their ethnicity. * Under-represented groups includes all ethnic groups, excluding White British.

Of those who have completed their disability information 4.8% of unattached teachers have declared a disability. 24.1% have chosen not state if they have a disability or not.

Of the employees classed as unattached teachers, 13.8% are in the age group 25-39, 51.7% are in the age group 40-49 and 34.5% are in the age group 50-64. There are no unattached teachers in the age groups 'under 25' or '65 and over'.

5 Please provide details of all engagement and consultation undertaken for this proposal. (Please sue a separate box for each engagement/consultation).

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.

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.

The School Teachers Pay and Conditions Document gives discretion on how the pay uplift is to be applied locally.

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 via email	Date	12/10/21 to 27/10/21
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			
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 and how they have been incorporated into the Unattached Teachers' Pay Policy.			

6 Concise overview of all evidence, engagement and consultation

	<p>Full consultation with trades union and council management for the unattached teachers has taken between 12/10/21 and 27/10/21.</p> <p>No comments were received in respect of protected characteristics. The Unattached Teachers' Pay Policy includes the relevant changes to STPCD and statutory guidance with regards to teachers' pay and progression.</p> <p>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.</p>		
7	<p>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.</p>		
	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</p>	Yes

			paternity leave and are not updated about the policy.	
	Race	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. Potential impact on employees where English is not their first language may require additional communication	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 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.	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
01/09/2022	Procedure to be reviewed annually

Contact us

Consultation and Equalities
Resources & Transformation

Telephone 01922 655797

Textphone 01922 654000

Email equality@walsall.gov.uk

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