

Ref No.

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

<b>Proposal name</b>	<b>Unattached Teachers Pay Policy</b>		
<b>Directorate</b>	Resource and Transformation		
<b>Service</b>	HR Strategy and Planning		
<b>Responsible Officer</b>	Rebecca Harrison		
<b>Proposal planning start</b>	August 2022	<b>Proposal start date (due or actual date)</b>	1st September 2022 (to be back dated in accordance with STPCD which is not published until end October 2022)

<b>1</b>	<b>What is the purpose of the proposal?</b>	<b>Yes / No</b>	<b>New / revision</b>
	Policy	<b>Yes</b>	<b>Revision</b>
	Procedure	<b>No</b>	<b>NA</b>
	Guidance	<b>No</b>	<b>NA</b>
	Is this a service to customers/staff/public?	<b>No</b>	<b>NA</b>
	If yes, is it contracted or commissioned?	<b>No</b>	NA
	Other - give details		
<b>2</b>	<b>What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?</b>		
	<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 2022.</p> <p>The changes to STPCD in relation to the pay are:</p> <ul style="list-style-type: none"> <li>A 5% increase will be applied to all pay and allowance ranges, with higher increases to some parts of the Main Pay Range.</li> </ul>		

3	<b>Who is the proposal likely to affect?</b>										
	<b>People in Walsall</b>	<b>Yes / No</b>	<b>Detail</b>								
	All		The Council currently employs 28 individuals classed as Unattached Teachers on Teachers Terms and Conditions affected by this policy.								
	Specific group/s										
	Council employees	Yes									
	Other (identify)										
4	<b>Please provide service data relating to this proposal on your customer's protected characteristics.</b>										
	<p>Corporately unattached teachers represent less than 1% of the corporate workforce.</p> <p>As at 30 June 2022 this group of staff are made up of 85.7% female employees and 14.3% male employees.</p> <p>Of the employees classed as unattached teachers that have declared their ethnicity 7.1% are of minority ethnicity which includes all ethnic groups, excluding White British. 14.2% have chosen not to state their ethnicity. Of those who have completed their disability information 4.7% of unattached teachers have declared a disability. 25% have chosen to not state if they have a disability or not.</p> <p>Of the employees classed as unattached teachers, 14.3% are in the age group 25-39, 39.3% are in the age group 40-49 and 46.4% are in the age group 50-64. There are no unattached teachers in the age groups 'under 25' or '65 and over'.</p>										
5	<b>Please provide details of all engagement and consultation undertaken for this proposal. (Please sue a separate box for each engagement/consultation).</b>										
	<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 32nd report of the School Teachers' Review Body (the STRB) and the changes to the STPCD 2022.</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 2022, with pay awards being back dated to 1 September 2022.</p> <p>The School Teachers Pay and Conditions Document gives discretion on how the pay uplift is to be applied locally.</p>										
	<p><b>Consultation Activity</b> Complete a copy of this table for each consultation activity you have undertaken.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 35%;"><b>Type of engagement/consultation</b></td> <td style="width: 35%;">Relevant Senior Managers within the Council via email</td> <td style="width: 10%;"><b>Date</b></td> <td style="width: 20%;">23/09/22 29/09/22</td> </tr> <tr> <td><b>Who attended/participated?</b></td> <td colspan="3">Senior Managers within Access and Inclusion (SEN team), and Place and Environment (Forest Arts).</td> </tr> </table>			<b>Type of engagement/consultation</b>	Relevant Senior Managers within the Council via email	<b>Date</b>	23/09/22 29/09/22	<b>Who attended/participated?</b>	Senior Managers within Access and Inclusion (SEN team), and Place and Environment (Forest Arts).		
<b>Type of engagement/consultation</b>	Relevant Senior Managers within the Council via email	<b>Date</b>	23/09/22 29/09/22								
<b>Who attended/participated?</b>	Senior Managers within Access and Inclusion (SEN team), and Place and Environment (Forest Arts).										

	<b>Protected characteristics of participants</b>	A range of protected characteristics including, gender, race, age, disability.		
	<b>Feedback</b>	No comments were received from consultation.		
	<b>Type of engagement/consultation</b>	Trade unions - via email and with a meeting scheduled for 28/09/22	<b>Date</b>	23/09/22 29/09/22
	<b>Who attended/participated?</b>	Teachers unions/professional associations		
	<b>Protected characteristics of participants</b>	A range of protected characteristics including, gender, race, age, disability.		
	<b>Feedback</b>	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.		
<b>6</b>	<b>Concise overview of all evidence, engagement and consultation</b>			
	Full consultation with trade unions and council management for the unattached teachers policy between 23/09/22 – 29/09/22.			
	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.			
	The policy will be sent for approval at CMT on 06/10/22 and Personnel Committee on 25/10/22. If approved the pay award will be backdated to 1 September 2022 in line with Teachers' Terms and Conditions.			
<b>7</b>	<b>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.</b>			
	<b>Characteristic</b>	<b>Affect</b>	<b>Reason</b>	<b>Action needed Yes / No</b>
	<b>Age</b>	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. (There are no unattached teachers under 25 or over 65)	<b>No</b>
	<b>Disability</b>	Negative	The policy sets out the approach to pay in regards to	<b>Yes</b>

		<p>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>	
<b>Gender reassignment</b>	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.	<b>No</b>
<b>Marriage and civil partnership</b>	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.	<b>No</b>
<b>Pregnancy and maternity</b>	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>	<b>Yes</b>
<b>Race</b>	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>	<b>Yes</b>
<b>Religion or belief</b>	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.	<b>No</b>
<b>Sex</b>	Positive	<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>Women make up the majority of</p>	<b>No</b>

			those impacted and the basis of the policy is related to fairness and improving pay conditions.	
	<b>Sexual orientation</b>	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.	<b>No</b>
<b>8</b>	<b>Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.</b>			<b>No</b>
<b>9</b>	<b>Which justifiable action does the evidence, engagement and consultation feedback suggest you take?</b>			
	A	No major change required		
	B	<b>Adjustments needed to remove barriers or to better promote equality</b>		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

<b>Action and monitoring plan</b>				
<b>Action Date</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome Date</b>	<b>Outcome</b>
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	Liaison as required with the appropriate council procured services via the	As and when requested	

	made available on request.	Community, Equality and Cohesion team.		
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Update to EqIA	
Date	Detail
01/09/2023	Procedure to be reviewed annually

### Contact us

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