



## Appendix B

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

Proposal name	Unattached Teachers Pay Policy		
Directorate	Change & Governance		
Service	HR Strategy and Planning Team		
Responsible Officer	Tracey Edwards		
EqIA Author	Tracey Edwards		
Date proposal started	01/08/2016	Proposal commencement date (due or actual)	01/09/2016

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	
	Procedure	No	New
	Internal service	Yes	N/A
	External service	No	N/A
	Other - give details	N/A	N/A

2	<p><b>What are the intended outcomes, reasons for change, who will it affect? (The business case)</b></p> <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 incorporates the requirements of the School Teachers Pay and Conditions Document and reflects the Schools Model Pay Policy to ensure a fair and consistent approach.</p> <p>This is a new Pay Policy and is in line with current legislation and good practice. The policy will be applicable to all unattached teachers employed under teachers' terms and conditions.</p>
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3	<b>Summarise your evidence, engagement and consultation.</b>
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As of 31 March 2016 the total number of Walsall Council employees (excluding Schools) were 3635. In total there were 160 (4.4%) employees who declared they had a disability, as defined by the Equality Act 2010, some of these may require communication in a different format.

The Council currently employs 40 individuals classed as Unattached Teachers effected by this policy.

Consultation has been undertaken with Managers in relevant areas Teachers Unions commenced on 2<sup>nd</sup> September and closed on 23<sup>rd</sup> September. The document is scheduled for CMT on 29<sup>th</sup> September 2016 and Personnel Committee on 11<sup>th</sup> October 2016.

<b>4 How may the proposal affect each protected characteristic or group?</b>	
<b>Characteristic</b>	<b>Affect</b>
<b>Age</b>	No impact foreseen.
<b>Disability</b>	Potential impact on employees who require reasonable adjustments for communication and for those who do not understand the procedure e.g. employees with learning disabilities.
<b>Gender reassignment</b>	No impact foreseen.
<b>Marriage and civil partnership</b>	No impact foreseen.
<b>Pregnancy and maternity</b>	No impact foreseen.
<b>Race</b>	Potential impact on those employees whose first language is not English as they may not understand the procedure
<b>Religion or belief</b>	No impact foreseen.
<b>Sex</b>	No impact foreseen.
<b>Sexual orientation</b>	No impact foreseen.
<b>Other (give detail)</b>	N/A
<b>Further information</b>	N/A

<b>5 Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details</b>	(Delete one)
	<b>No</b>
N/A	

<b>6 Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)</b>	
A	No major change required

	<b>B</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

### Action and monitoring plan

<b>Date</b>	<b>Responsibility</b>	<b>Action</b>
Day of launch	Directorate Support Team	Alternative formats (audio and Easy Read) for disabled employees of the new policy will be made available on request.
Day of launch	Directorate Support Team	The policy will be made available in other languages on request for employees whose first language is not English.
12 months after launch date	Strategy and Planning Team	There is a statutory requirement to review and publish this policy annually.