Item Agenda 5. Appendix 3

Ref No.

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

Proposal name	Schools Model Pay Policy		
Directorate	Resources and Transformatio	n	
Service	HR Schools Consultancy		
Responsible Officer	Primula Paul / Kerry Smith		
Proposal planning start	August 2022	Proposal start date (due or actual date)	1st September 2022 (to be back dated in accordance with STPCD which is not published until end October 2022)

1	What is the purpose of the proposal?	Yes / No	New / revision
	Policy	Yes	Revision
	Procedure	No	NA
	Guidance	Νο	NA
	Is this a service to customers/staff/public?	Νο	NA
	If yes, is it contracted or commissioned?	No	NA
	Other - give details		
2	What is the business case for this proposal? Ple purpose of the service, intended outcomes and		
	The Model Pay Policy sets out a policy on pay an Schools and Academies to be adopted by Governe to attract and retain skilled employees. The policy School Teachers Pay and Conditions Document.	ors. The policy aims to as	sist schools
	This is an annual review of the Pay Policy and has current legislation and good practice. The policy wil staff should governors decide to adopt the policy. S Policy will be required to undertake consultation on	ll be applicable to all scho Schools that do not adopt	ol based the Model
	The changes to STPCD in relation to the pay are:		
	A 5% increase will be applied to all pay and allowas some parts of the Main Pay Range.	ance ranges, with higher	increases to
and	Walsall Council		

	Other amendments					
	Addition of point 41 in the	he policy pi	roviding clarification that a	pprentic	ces employed	in
	-		the national apprentice rate			
				03.		
3	Who is the proposal like	ely to affect	?			
	People in Walsall	Yes / No	Detail			
	All	No	Staff employed in schools	and ac	ademies.	
	Specific group/s	Yes				
	Council employees	Yes				
	Other (identify)	No				
4	Please provide service of	data relating	g to this proposal on your	r custor	mer's	
	protected characteristic	s.				
	The council's education	workforce	profile is detailed in the	Educati	on Employme	ent
	Monitoring report 2021/2	2. The Mod	del Pay Policy may be ad	lopted b	by any of the	se
	schools as the Governing	g Bodies ha	ave responsibility for staffing	g and c	an chose whi	ch
	policies to approve.					
	As of 31 March 2022 the t	total numbe	r of Education employees w	/ere 375	58. The	
	education workforce is ma	ade up of 90).93% females. 11.42% of th	he educ	ation workforc	Δ
	education workforce is made up of 90.93% females. 11.42% of the education workforce are classified as minority ethnic. In total there were 20 employees (0.53% of the					
	are classified as minority (ethnic. In to	otal there were 20 employee	es (0.53	% of the	C
	education workforce) who	declared th	ney had a disability, as defin	ied by th	ne Equality Ac	
	education workforce) who 2010. 5.83% of the educa	declared th tion workfor	ney had a disability, as defin rce are under 25 years of ag	ied by th ge, 18.8	ne Equality Ac 4% of the	t
	education workforce) who 2010. 5.83% of the educa workforce are 55 years or	declared th tion workfor older, 39.2	ney had a disability, as defin	ied by th ge, 18.8 rce are a	ne Equality Ac 4% of the aged between	t
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5	education workforce) who 2010. 5.83% of the education workforce are 55 years or 40-54 years old and 50-54 education workforce.	declared th tion workfor older, 39.29 4 years old a of all engage	ney had a disability, as defin rce are under 25 years of ag 5% of the education workfor are the largest age group m ement and consultation u	ied by th ge, 18.8 rce are a laking up ndertak	ne Equality Ac 4% of the aged between p 13.86% of th ken for this	t
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Who	Senior WCS	Officere		
attended/participated?	Senior WCS	Oncers		
Protected characteristics		otected characteristi	cs including,	gender,
of participants	race, age, dis	sability.		
Feedback				
No comments were received from consultation.				
Type of	Trade unions	via email and with	Date 23/	'09/22 to
engagement/consultation		ld on the 28/09/22		09/22
Who		ons/professional ass		00/22
attended/participated?			Sociations	
Protected characteristics	U 1	otected characteristi	cs including,	gender,
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Feedback				
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Disability	Negative	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 who require reasonable adjustments for communication and for those who do not understand the policy e.g. employees with learning disabilities.	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	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 for people who are on maternity or paternity leave and are not updated about the policy.	Yes
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	No

				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.	
	Sexua	al 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.	Νο
0	Dese		41		
8		on particular equality gr		osals to have a cumulative es, give details.	No
9		n justifiable action does t ack suggest you take?	he evidenc	ce, engagement and consultation	ו
	A	No major change require	d		
	В	Adjustments needed to	remove ba	arriers or to better promote equa	llity
	С	Continue despite possible	e adverse ir	npact	
	D	Stop and rethink your pro	posal		

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 E	qIA
Date	Detail
01/09/2023	Procedure to be reviewed annually

Contact us

Consultation and Equalities Resources & Transformation

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