

**Equality Impact Assessment
Level One Assessment Form
HR**

Service Area.....

1. What is the name of the proposed policy, procedure, project etc to be assessed.	
Equal Pay Policy	
2. What are the aims or intended outcomes of the policy to be assessed.	
To eliminate bias in pay systems on the grounds of sex, race, disability or sexual discrimination	
3. Is there any potential public or staff concern that this function, policy or proposal may have a discriminatory impact	
PUBLIC No	STAFF No
4. Is there any other evidence (results of consultations, monitoring data etc) to suggest that the proposals could have an adverse/differential impact on the grounds of	
<p>a. Race No</p> <p>b. Religion No</p> <p>c. Gender No</p> <p>d. Disability No</p> <p>e. Sexual Orientation No</p>	

f. Age Possible

5. If there is no evidence are there any experts/ relevant groups who you can approach to explore their views on the issues

Staff consultation / feedback

6. How will the views of these groups be obtained

Through effective consultation mechanisms with managers, trade unions and staff. This includes Local Joint Consultative Committee and feedback from Managers and staff.

7. Please detail the outcomes of these consultations

N/a

8. What are the risks (if any) associated with the policy in relation to the adverse/differential impact on the ETG's

Currently pay being renewed and addressed through Job Evaluation – ensure consistent approach and an equitable, fair and structured framework for evaluating a jobs worth and determining pay scales.

9. Considering the evidence above what priority would you give this policy in relation to the Equality Target Groups. Please provide a rationale for your conclusions			
	High	Medium	Low
Disability		x	
Race			
Gender			
Sexual Orientation			
Age - Could be a potential issue re age (incremental progression) Removed through JE			
Religion or Belief			
10. If in your judgment the proposed service/policy etc does have an adverse impact? Can that impact be justified?			
As above in 8.			
11. What steps will you take to address any unjustified impact			
Currently undertaking JE			

12. Are there any additional resource implications for the steps that need to be taken, both in terms of time and finances	
<p>The introduction of a clear framework for determining a jobs worth through job evaluation and agreeing and implementing a pay line for the scores of posts will result in a potential increase in salary costs. This has been considered and agreed with CMT and will be monitored on an ongoing basis.</p>	
13. How will you monitor the effect of this function, policy etc on the equality target groups	
<p>Consultation/Ongoing Review</p>	

14. (HR Policies Only) Is the Policy consistent with employment Codes of Practice on Race, Gender and Disability? If not what else needs to be included

Yes

15. Does this Policy need to be fully impact assessed? Please give reasons

No – It is anticipated that ensuring the equity of pay across the council will be addressed through a clear job evaluation procedure for existing, new and changes to posts moving forward.

Name Joanne Wolfendale
Signed

Service HR
Dated 27.01.07

Service Manager Signature

Approved by Corporate Equalities Planning and Scrutiny Group

Signed

Date