

Equality Impact Assessment – Corporate Pay Review

Author	Andy Buckley, Corporate Improvement & Facilities Manager
Partners/decision makers/implementers, etc.	Unison / Staff Side representing the CDC workforce / HR Corporate Improvement representing the Employers' Side
Start date	July 2017
End date	March 2019
Relevance	Fairness is the key aim of the corporate pay review. Roles are assessed, rather than individuals, and are independently evaluated to ensure they are rewarded fairly for the work that they do, irrespective of who occupies any given role.
Policy Aims	<p>The pay review is needed to ensure that jobs are evaluated fairly and consistently, and that consequently equal work continues to be rewarded with equal pay.</p> <p>To ensure this happens effectively CDC have trained 12 internal evaluators and procured the support of independent experts to review and validate the process and scoring.</p>
Available evidence	Equalities data has been analysed in order to support the review phase of the corporate pay review process. This has been presented by grouping staff into £5,000 pay bandings and then analysing that data by gender to show how staff are impacted (pay increases, decreases, or unchanged). This data has been included below, and is also available by age bandings if required/requested.
Evidence gaps	None
Involvement and consultation	<p>Unison and the Staff Side have been consulted throughout the process. With regard to the evaluations Unison have used their independent expert to review the job profiles, the scoring, and the new reward structure, and finally analysed the equalities impact on the CDC workforce. A summary of their feedback is included below:</p> <p>“I do not believe this offer represents any systematic gender disparity. While a higher proportion of women lose and a higher proportion of men gain, the amounts lost by women are smaller than those by men and the amounts gained higher than those by men. There is a nicely balanced pay and grading structure, with all grades having three increments. This complies with ACAS guidance on age discrimination. The number of people losing is far smaller than those gaining.”</p>
What is the actual/likely impact?	<p>The impact of this review is that all roles, and their postholders, will be rewarded fairly for the work that they do. Some staff will go up, some unchanged, and some will reduce, but that will always be based on a fair and consistent evaluation for a role than any individual.</p> <p>Looking at more specific impacts in terms of equality, by reducing the number of increments in each grade progression through the new grades is available to the full range of staff more quickly, irrespective of age.</p>

Address the impact	There will be no major change unless those changes arise from roles being re-evaluated in the interest of fairness.
Monitoring and review	Equalities and pay data will continue to be monitored and reported annually.
Action Plan	As above
Decision making and quality control	The pay review will be approved by Senior Management, Cabinet and Council prior to adoption.