

Equalities Comprehensive Impact Assessment

Reference: ECIA492793718

Submitted: 02 March 2023 18:03 PM

Executive summary

Title of policy / decision: Essex County Council 2023/24 Pay Review

Policy / decision type: Executive Director Decision (EDD)

Overview of policy / decision:

Annual salary review

Following CLT agreement and budget approval by Full Council on 9th February 2023 the following salary increases are proposed:

- Raise the minimum level of pay for employees to £11.59 per hour (excludes apprentices on apprenticeship schemes where national pay rate apply)
- Increase the rate of pay for employees on the SCCF by £1,925 per annum
- Identify and increase where appropriate 'hard to fill' roles between 4% to 8% depending on market data
- Increase all other roles by 4%
- Increase Grades A-B by 4% (SMEC decision)

What outcome(s) are you hoping to achieve?:

The annual salary review aims to ensure that the Council's rate of pay keep aligned to the market. In the differential way the proposals have been made we are targeting greater increases for employees on lower rates of pay. This helps with increased cost of living expenses and helps with the Council's Levelling up agenda.

Executive Director responsible for policy / decision: Gavin Jones (Chief Executive)

Cabinet Member responsible for policy / decision: Kevin Bentley (Leader of the Council)

Is this a new policy / decision or a change to an existing one?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: Through pay benchmarking and annual statutory gender pay gap reporting mechanisms

Will this policy / decision impact on:

Service users: No

Employees: Yes

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Economy?: Good jobs, Levelling up the economy

Which strategic priorities does this support? - Health: Promoting independence, Levelling up health

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Medium

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Proposed rates of pay have been compared to current rates of pay and analysed by protected characteristic. All employees will receive a pay increase of at least 4%, with some employees receiving more through either market conditions (a limited number of employees) or an increase in the minimum rate of pay applied. Where the council holds data it shows that for example the impact on male and female workers is equally positive to both genders. This is the same for all protected characteristics, where the Council holds data, with the exception of age. Younger employees, on average, will receive higher increases than older employees. This is due to younger employees being on lower rates of pay and a higher proportion of them are being uplifted due the increase in the minimum proposed rate of pay. The same is happening with part time employees compared to fulltime. Again, this is due to a higher proportion of part time employees being uplifted by the increase in the minimum rate of pay being applied.

What actions have already been taken to mitigate any negative impacts: There are no negative impacts

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The proposal is concerned with employees. If there is any impact on the above areas then it will be positive in that employees living in the areas will have an increased salary

What actions have already been taken to mitigate any negative impacts: Not applicable

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: Positive

Extent of impact: Medium

Working families

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: This proposal concerns employees. Where ECC has employees on lower incomes we are proposing to increase salary to above the Real Living Wage which will make a big impact on their take home pay. Pay increases supports working families

What actions have already been taken to mitigate any negative impacts: Not applicable

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Assessed as none - if there any impacts then they will be positive as people (employees) from the above groups will have higher salaries

What actions have already been taken to mitigate any negative impacts: Not applicable

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Assessed as none. If there are any impacts they will positive as people (employees) will have higher salaries

What actions have already been taken to mitigate any negative impacts: Not applicable

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 02/03/2023

Name of person completing the ECIA: Graham Thurston

Email address of person completing the ECIA: graham.thurston@essex.gov.uk

Your function: People and Transformation

Your service area: Reward

Your team: Reward

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: alison.woods@essex.gov.uk