

Equality Impact Assessment - head of service review

Reference: EQIA403407594

Submitted: 01 March 2022 10:57 AM

Executive summary

Title of policy or decision: Essex County Council 2022/23 Pay Review

Describe the main aims, objectives and purpose of the policy (or decision): Following CLT agreement to set aside an overall budget for pay review of 2.5% for 2022/23. It was agreed that this would be applied as follows:

- 2% increase to all employees on Essex Pay, who are not currently Red Circled.
- 2.25% increase to the Social Care Capability Framework.
- 1.5% increase for grades A – B.
- £200 non-Consolidated payment to all employees Grade G or below.
- A small group of roles with evidenced recruitment and retention issues directly linked to pay, will be reviewed with a dynamic benchmarked approach

The priorities for the 2022/23 Pay Award year are clear. Firstly, there is a requirement to ensure that Essex County Council (ECC) are compliant with any statutory increases, ECC is a National Living Wage employer and we need to maintain that principle. Following this, an increase to help all employees to cover the additional financial burden they will be facing in the next financial year has been judged as essential. Finally, where fiscally achievable to do so there will be a dynamic review of a small number of roles in respect of the demands in their current employment market.

We believe this review delivers our commitment to ensure our approach to pay is fair, consistent, and competitive

What outcome(s) are you hoping to achieve?: Strong, Inclusive and Sustainable Economy

Which strategic priorities does this support? - Enable inclusive economic growth: Good jobs

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates:

<https://intranet.essex.gov.uk/Pages/Essex-Pay.aspx>

Please upload any documents which relate to this EqIA, for example decision documents:

<https://intranet.essex.gov.uk/Pages/Essex-Pay.aspx>

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The population affected are Essex County Council employees on Essex Pay Main Pay and Social Care pay at grades C - J

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: Gender - Essex County Council has a larger percentage of female staff to male. The vast majority of employees in social care are female, with social care receiving a greater increase this helps to reduce a known gender pay gap.

Ethnicity - There is a large percentage of staff with an unknown ethnicity. Within the known data there is a clear majority of white employees. The majority of the known BAME employees are within the social care function, this function is receiving a higher increase which will reduce any ethnicity pay gap.

Part Time V Full Time - The majority of part time employees are grade G or below. Grade G or below will be receiving a non consolidated payment alongside any increase.

Dynamic Pay Allocation - This area has been identified as requiring an additional uplift. The employees who are in this group broadly represent the average make up of the organisation, excluding Social Care

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqlA completed: 01/03/2022

Name of person completing the EqlA: Graham Hoy

Email address of person completing the EqlA: Graham.Hoy@essex.gov.uk

Your function: Organisation Development, People and Service Transformation

Your service area: People and Transformation

Your team: Employment Practice

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

Email address of Head of Service: Alison.Woods@essex.gov.uk