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| Swindon Borough Council and NHS Swindon Diversity Impact Assessment for Pay Policy Statement 2013 / 2014 |
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1 What's it about?

Refer to equality duties

What's it there for? What's it set up to deliver? What's the proposed change? What do you want to achieve?

This statement sets out the Council's policies in relation to the pay of its workforce, particularly its Senior Officers, in line with Section 38 of the Localism Act 2011. The statement is approved by full Council each year and published on the Council's website demonstrating an open and transparent approach to pay policy.

This is the second Pay Policy Statement that the Council has had to produce – will thereafter be an annual Statement approved by Full Council.

What potential is there to meet the equality duties?

The Council recognises and welcomes the aim behind this pay policy statement to ensure that its approach to pay is accessible for all and to enable local people to take an informed view of whether local decisions on all aspects of remuneration are fair and make the best use of public funds.

The Pay Policy Statement applies to all staff excluding school based staff.

The Pay Policy Statement makes reference to a number of existing policies and other information. Diversity Impact Assessments have been completed for these existing policies.

What equality benefits does it create? (for people, organisation etc...)

The Council is complying with Section 38 of the Localism Act 2011. The Council has previously published senior officers pay on the Council's website to comply with [open data and transparency](#).

When the Council undertook its pay and grading review it had been assessed by independent consultants, TMS, who are recognised as one of the leading consultants on equality issues. They identified some outcomes from this – need to find out what these were and where we are with them.

What are the barriers to meeting this potential?

It is a legal requirement to publish this information under Section 38 of the Localism Act 2011. The Statement is approved by Full Council each year and need to ensure that this is included as an agenda item before 1st April every year.

2 Who's it for?

Refer to equality groups

Who is expected to benefit or use the service (internal/external)?

The Pay Policy Statement will be approved by Full Council and published on the Council's website. We will ensure that staff are aware of this Statement. Salary information will be updated and published at the end of April 2013. It has to be the end of April as we need information as of

1st April 2013. However, the Pay Policy Statement will be available on 1st April 2013.

What do you know about them (evidence)?

We have published information on our Council workforce on an annual basis and undertaken reviews on pay issues when completing our pay and grading review – [Annual Workforce Report](#). For those earning over £58,200 pa, gender data indicates that we have 16 males and 14 female.

We are in the process of publishing information on our Council workforce on a quarterly basis. This information will be communicated to staff and published on the intranet.

In comparison to our gender data on Senior Officer salaries who earn over £50k from the previous Pay Policy Statement, we now have x males and x females who earn over £50k as of 1st April 2013). Our Pay Policy Statement for 2012 / 2013 we had x males and x female.

(Information to be updated after 1st April 2013 when the reports have been produced).

The Council had undergone a major restructure of the top 2 levels of the organisation towards the end of 2011 and the beginning of 2012 which resulted in senior posts being deleted. The Council is currently going through more restructures which will see further senior posts being deleted.

Who is missing or may find it difficult to use the service?

Under the legislation we are required to publish salaries of staff over £58,200 pa. We have not published information on salaries on those earning below that rate. Employees, apart from those who are categorised as Chief Officers, are not identifiable by salary, only job titles are mentioned.

Do you know why?

It's a legal requirement to publish this information, in line with Section 38 of the Localism Act 2011.

3 Impact

Refer to dimensions of equality and equality groups
Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation
and if appropriate: financial economic status, homelessness, political view

Is there any potential or real issue which will stop some groups or people getting involved? (adverse impact)

None. We are not amending policies or procedures which would have been previously agreed but we are issuing a Statement that makes reference to previous policies and procedures.

Is that reasonable? Can it be justified or mitigated?

It's a legal requirement to publish this information, in line with Section 38 of the Localism Act 2011.

How will this service be successfully delivered to a diverse group of people? (positive impact)

N/A – it's a legal requirement.

Is there any innovative thinking, working or technology that could improve delivery?

There is a need to ensure that everyone who is involved in the production and publication of the Pay Policy Statement is aware of the deadlines and provision has been made to meet these deadlines.

What consultation has taken place? How has the consultation influenced the service?

Consultation will take place with Cabinet as then full approval by Full Council.

We also worked in partnership with the Trade Unions in producing the Council's Pay Policy Statement before it goes to the Full Council Meeting.

4 So what?

[Link to business planning process](#)

What changes have you identified?

The Pay Policy Statement will need to go to Full Council if any changes are made after full approval – Council policy. Salary information, as of 1st April 2013, will be made available after this date.

What will you do now and what will be included in future planning?

We will publish a Pay Policy Statement on an annual basis. We may receive further guidance on what needs to be included for 2014 / 15 from Department of Communities and Local Government. We will share our Pay Policy Statement with other Councils.

When will this be reviewed?

On an annual basis.

How will success be measured?

Full Council approval and publishing on the Council's website.

| For the record | |
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| Name of person leading this DIA – Claire Taylor | Date completed: January 2013 |
| Names of people involved in consideration of impact – Nicki Jackson | |
| Name of director signing DIA | Date signed |