

AssessmentNo	600	Owner	lgalasso
Resource	Transformation		Service/Establishment People and Technology
	First Name	Surname	Job title
Head Officer	Leeanne	Galasso	People &Change Partner
	(include job titles/organisation)		
Members	Leeanne Galasso, People &Change Partner Lisa MacGregor, People &Change Partner		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Ethical Review of Terms and Conditions - Allowances for enhanced working and public holidays		
	The aim, objective, purpose and intended out come of policy		
	<p>The primary aim is to further eradicate pay inequality. Higher rates for enhancements can widen the gender pay gap particularly where employee groups do not have the opportunity to access enhancements to pay. There were concerns that the proposal to apply higher rates, particularly those related to overtime payments and payment for working public holidays, favour traditional male occupations which are generally full time and are to the disadvantage of female employees, the majority of whom work part time hours. The current remuneration and overtime arrangements for different work groups, in common with the of gender segregation of workforces, lead a situation that favours males more than females. It is essential that the Council continues to act to future-proof its terms and conditions of employment, ensuring an employment package is gender pay neutral and which is otherwise considered fair in terms of consolidation of provisions across different categories of employees.</p>		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Chief Officers, Strategic HR		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		No	
Relevance to Health Impacts (H)		No	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
All employees who benefit from enhancements for overtime working			
Who will be/has been involved in the consultation process?			
Consultation will take place with recognised trade unions.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			

	Needs	Evidence	Impact
Age	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's age profile confirms that the highest percentage of employees remain clustered in the age groups 50-59.	There is no specific impact identified in relation to age.
Cross Cutting			
Disability	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's disability profile confirms 1.38% of employees have declared a disability. It is well documented and reported that people with a disability can be impacted by pay inequality.	There is no specific impact in relation to disability.
Social & Economic Impact	Reduction in pay for some employees may result in disposable income being reduced and having a reduced amount to spend in the economy	The proposal seeks reduce the enhanced rates to overtime working to address gender pay inequalities which has an associated consequential saving.	Negative impact but this is justifiable as it addresses an inequality in pay.
Sex	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	It is well documented and reported that males typically earn more than females with greater opportunity to access enhancements through overtime and allowances. Equal Pay Audit 2017. Workforce profile concludes 71% female and 29% male. The pay data for 21/22 used identifies that more males access overtime than females and that females typically work overtime attract the rate at plain time, which is	Approval to reduce the enhanced rates from current to time and a quarter will have a financial impact on males and females, however, when taking account of all enhanced overtime payable in 2021/22, it will reduce the gender pay differential by an estimated 1.58% for this work group. The proposal to remove contractual overtime will have an impact on males as this enhancement is typically only available in male dominated roles, of those in receipt of

		<p>due to the majority working in a part-time role. It is well understood that females are main caregivers and benefit from flexibility to support the balance of working and home life.</p>	<p>contractual overtime, only 5% are female which represents 0.05% of the female workforce. However this is justifiable as removing will have an impact on the gender pay gap. In relation to public holidays, by aligning craft to local government workers, this will impact on males as they are typically male (90%), Quasi-Craft employees (those employed after 1st April 2015) are also predominately male (95%) and Local Government employees, who are predominately female (74%). However this is justifiable as it will have a positive impact on the gender pay differential by up to 31.53% . It will also further benefit females as they are typically the main care givers and will give flexibility in use of leave.</p>
Gender Reassign	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's transgender profile confirms that 0.15% have declared transgender and 19.01% not transgender and 80.71% unknown.	There is no specific impact in relation to gender reassign
Health	N/A	N/A	N/A
Human Rights	N/A	N/A	N/A
Marriage & Civil Partnership	The council has duty of care toward all its workers, and in	No information reported on marital status/civil	There is no specific impact in relation to marriage & civil

	terms of the Public Sector Equality Duty	partnership. It is well documented and reported that males typically earn more than females with greater opportunity to access enhancements through overtime and allowances.	partnerships
Pregnancy & Maternity	Cross-Cutting with Sex	Cross-Cutting with Sex It is well document and reported that pregnancy and maternity have contributed to the gender pay inequality agenda.	Cross-Cutting with Sex
Race	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's race profile confirms 0.58% of the workforce are BAME.	There is no specific impact in relation to race
Religion and Belief	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	The Council's religion and belief provide confirms that 1.45% are Christian, 0.89% other and 8.56% none.	There is no specific impact in relation to religion and belief.
Sexual Orientation	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty , this proposal does not impact on sexual orientation	The Council's sexual orientation profile concludes that 0.81% of the workforce have declared LGB and 18.26% as heterosexual with 80.41 unknown	There is no specific impact in relation to sexual orientation

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Changing the overtime rates from time and half and double time will have an impact on males and females. The removal of contractual overtime will have a negative impact on males as they access these rates due to the nature of the roles but is justifiable as it addresses a pay inequality. The realignment of public holidays of craft workers will have a negative impact on males as craft workers are typically male, however it is justifiable as it addresses pay inequality.

Will the impact of the policy be monitored and reported on an ongoing bases?

Yes the impact will be monitored via the Equal Pay Audit which happens every 3 years and reported to the appropriate committees.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

EIA 600 details the likely impacts of the proposals; this shows potential positive impacts for female employees and negative impacts for male employees in terms of earnings when taking overtime and realignment of public holidays into account. It also shows potential positive impacts for female employees and negative impacts for male employees in terms of public holiday working both in terms of earnings and improved flexibility.