

AssessmentNo	602	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 - Removal of Incremental Progression at 6 months			
	The aim, objective, purpose and intended out come of policy			
	The primary aim of this proposal is to ensure equality in pay progression. New appointments, promotions or re-gradings between 1st October and 31st March, receive their first increment on the new salary scale six months from their effective date of appointment. This proposal seeks to align annual incremental progression.			
	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 are promoted, re-graded or take on a new appointment mid year.				
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	N/A	N/A	N/A
Sex	The council has duty of care toward all its workers, and in terms of the Public Sector Equality Duty	Workforce profile concludes 71% female and 29% male	Potential positive impact for females with equity of pay progression and that the predominance of the workforce is female.
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 terms of the Public Sector Equality Duty	No information reported on marital status/civil partnership.	There is no specific impact in relation to marriage & civil partnerships
Pregnancy & Maternity	Cross-Cutting with Sex	Cross-Cutting with Sex	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	The Council's sexual orientation profile concludes that 0.81% of the	There is no specific impact in relation to sexual orientation

	Sector Equality Duty , this proposal does not impact on sexual orientation	workforce have declared LGB and 18.26% as heterosexual with 80.41 unknown		
Actions				
Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.				
There are no negative impacts identified.				
Will the impact of the policy be monitored and reported on an ongoing bases?				
No				
Q7 What is your recommendation for this policy?				
Introduce				
Please provide a meaningful summary of how you have reached the recommendation				
EIA 602 details the likely impacts of the proposals; this shows potential positive impacts for female employees in terms of equity of pay progression.				