

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	<u>Pay Policy 2025/26:</u> To seek agreement to implement the national pay agreements for the pay policy for 2025-2026.
Brief Service Profile (including number of customers)	
The HR & OD service support our workforce of 3,400 colleagues to whom the pay policy for 2025-2026 will apply.	
Summary of Impact and Issues	
The purpose of the Council report is to approve the Pay Policy for 2025-2026. The proposals reflect proposed national agreements and affect all employees of the council with the exception of: Teachers and support staff in Voluntary Aided (VA)/Trust schools; Modern Apprentices (separate pay framework); Non Council staff who work for the council (NHS, including Public Health staff who transferred under COSOP (Transfer of Undertakings (TUPE) equivalent) and have retained NHS pay.	
Potential Positive Impacts	
Provides colleagues with remuneration that is appropriate to their role and reflects the national agreements. In line with the pay policy 2025-2026, we pay the Foundation Living Wage which means we ensure our lowest paid colleagues receive above and beyond the National Joint Council minimum, where applicable and aids colleagues in the current cost of living crisis.	
Responsible Service Manager	Gareth Terry
Date	01/02/2025
Approved by Senior Manager	Kerry Eldridge
Date	01/02/2025

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No impact	
Disability	No impact	
Gender Reassignment	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Race	No impact	
Religion or Belief	No impact	
Sex	No impact	
Sexual Orientation	No impact	
Community Safety	No impact	
Poverty	<p>Whilst we are implementing the nationally agreed pay agreements, in the current cost of living crisis some colleagues may be struggling financially. Therefore, whilst the implementation of the pay policy will have a positive impact, some colleagues may feel they need a higher form of remuneration to cope with rising costs. This heavily depends on the nationally agreed pay increase.</p>	<p>Ensure colleagues are aware of wellbeing champions and mental health first aiders, as well as being supported via their line manager, colleagues, and HR&OD team.</p>
Health & Wellbeing	<p>Some colleagues may be struggling with their wellbeing due to the current cost of living crisis. The pay policy implementation will have a positive effect, some colleagues may feel they need a higher form of remuneration to cope with rising costs. This heavily depends on the nationally agreed pay increase.</p>	<p>Ensure colleagues are aware of wellbeing champions and mental health first aiders, as well as being supported via their line manager, colleagues, and HR&OD team.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts	Depending on the nationally agreed pay increase, we could see an increase in staff turnover if colleagues leave because they feel the pay increase isn't enough.	Ensure our overall value proposition as an employer is promoted and communicated to staff, highlighting other benefits, both financial and non-financial.