

Brent Pay Policy statement 2017/18 Equality Analysis

Department: Human Resources

Person Responsible: David Veale

Created: Jan 2017

Next Review (if applicable): Jan 2018

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

Section 38 (1) of the Localism Act 2011 (The Act) requires England and Welsh local authorities to produce a pay policy statement on an annual basis. The Act does not apply to local authority maintained schools.

The council's Pay Policy statement outlines Brent's policy on pay and benefits for all employees (excluding Schools) and has been developed to meet the relevant statutory provisions of the Localism Act 2011.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

The Pay Policy statement applies to all Brent employees excluding staff from local authority maintained schools.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

No. The council is committed to being a good employer and maintain its excellent track record in employing a workforce which reflects the community. In order to recruit and retain a high quality workforce, the council aims to pay its staff fairly and at appropriate salary levels to attract and retain staff, throughout the council, particularly those in hard to recruit roles.

The council has implemented the London living wage (LLW). This rate has been applied to all staff who receive less than £9.75 per hour. The London Living Wage will not apply to apprentices as they are paid in accordance with nationally defined training rates. The Council is an accredited London Living Wage Employer and asks its contractors supplying services to the Council to pay their staff the London Living Wage. As contractors are employers in their own right, the council cannot legally force contractors to pay the LLW but has built into its procurement procedures a requirement to do so. The Council also encourages schools to pay the LLW.

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

No as explained above.

3.3 Would the proposal change or remove services used by vulnerable groups of people?

No. There are no substantial changes to pay policy current arrangements.

3.4 Does the proposal relate to an area with known inequalities?

Yes, however, the Council carries out annual pay audits (e.g. Gender Pay Gap) to monitor impact and ensure that employees are not disproportionately affected by its pay policy arrangements.

The council's pay arrangements and terms and conditions play a key role in enabling the council to fully realise its objectives and in ensuring the workforce is 'fit for purpose'. The council is committed to fair and equitable pay and benefits arrangements to maintain a diverse, flexible and talented workforce. The council carried out a [Gender Pay Gap audit in September 2016](#) which revealed that the overall gender pay gap was -0.4% for comparison of "weighted" median pay and 6.8 per cent for comparison of "unweighted" median pay. The gender pay gap remained unchanged since 2014-15 when the overall gender pay gap was also 6.8 per cent.

In 2015, the UK's gender pay gap for all employees was 19.2 per cent. This is the official figure used by the Office for National Statistics (ONS), meaning that on average women earned around 19.2 per cent less than men. Based on the ONS Annual Survey of Hours and Earnings (2015), the national public sector gender pay gap is 11.4 per cent.

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

Yes, however, the Council carries out annual pay audits (e.g. Gender Pay Gap) to monitor impact and ensure that employees are not disproportionately affected by its pay policy arrangements.

3.6 Does the proposal relate to one of Brent's equality objectives?

Yes, it relates to equality objective five: To develop and sustain a skilled and committed workforce able to meet the needs of all local people.

The council is committed to fair and equitable pay and benefits arrangements to maintain a diverse, flexible and talented workforce. It regularly monitors the diversity profile of its workforce and publishes annual Workforce Diversity reports that, along with the Gender Pay Gap audits, help inform this and other Council policies.

Recommend this EA for Full Analysis?

No because there are no new proposals or substantial policy changes introduced.

If, as a result of the new Workforce Strategy, there are any proposals that fundamentally impact on the pay policy statement for 17/18, any amendments to the statement will be subject to equality consideration and will be brought before General Purposes Committee and Full Council.