

Equality Assessment of Proposed changes to terms and conditions of service by Havering Council.

1. Introduction.

- 1.1 Havering Council has developed a set of proposals to change the grading system and terms and conditions of almost its entire, non-teaching workforce of around 5,100 employees, including schools based employees.
- 1.2 The proposed changes are designed to move the Council to the Greater London Provincial Council's (GLPC) pay scheme. The GLPC pay scheme is a robust structure used by the majority of other London Boroughs and is aligned to the National Joint Council's pay spine. The pay spine is subject to review and evaluation to maintain its rigour and adopting this pay spine will provide Havering Council with a structure that is less likely to create inequality. It will also help the Council to more easily benchmark its pay against other London Councils.
- 1.3 The Council has used a pay modelling system provided by Northgate to develop its proposals and the base data used for modelling is its payroll data held on the Council's Oracle Finance and HR system.
- 1.4 An indicative impact assessment was conducted on the first set of proposals in August 2016. Following this the Council consulted with its employees and revised its proposals based on feedback.
- 1.5 Management and Trade Union representatives have worked together to develop these revised proposals following the first equality assessment, and have jointly agreed the reporting format for this second equality assessment.

2. Summary and Conclusions

- 2.1 **This analysis has found that no one group of people with a protected characteristic is significantly adversely affected as a result of the Council's proposals.** For the purposes of this assessment a significant difference is taken to be one where the impact is more than 5% (Equality and Human Rights Commission advice).
- 2.2 There are however significant differences in basic pay that are inherent in the current job evaluation (JE) system and only marginally improved by way of the proposed JE schemes. Women currently receive on average 59.4% of men's basic pay and this does not increase as a result of the proposals. Consequently small increases in basic pay as a result of implementing new JE schemes make a bigger financial difference to men when compared to women. Conversely in relation to pay and allowances women currently earn 58.3% of men's pay and this increases as a result of the proposals to 59%.

- 2.3 Within this context the analysis has shown, that women are more adversely affected by changes to basic pay than men (albeit not big reductions in monetary terms) and the majority of these women are on the lowest grades, APTC 1/2/3 and 4/5/6. For Teaching Assistants on grades APTC 1/2/3 the differential is slightly reduced when the Teaching Assistant 2 allowance is applied.
- 2.4 Men are more adversely impacted by proposed changes to allowances because currently more men receive additional payments than women and currently men appear to receive higher amounts on average. The underlying reasons are not clear. The Council has a high proportion of females in the workforce many of whom work part time and are more likely to be paid additional hours at plain time (in line with national terms and conditions), whereas those who work full time hours will receive an enhanced rate for their additional hours (over 36 per week), but it may also be that women are not seeking to claim these allowances.
- 2.5 The mean average Gender Pay Gap based on current pay and allowances is slightly above the UK average of 19% at October 16 (EHRC) but falls to 18.04% when calculated on the proposed hourly rate for pay and allowances in the new pay and grading structure, **indicating that the new pay proposals will have a positive impact on the Gender Pay Gap**. This is because the Pay Gap is calculated on pay and allowances.
- 2.6 The analysis does not show any significant impact of the proposals on those from ethnic minority backgrounds when compared to those from a white background.
- 2.7 Similarly the analysis of the impact of proposals on those of different age groups shows that no one age group is more adversely affected than another. The proposals generally favour younger people under 20 when compared to those over 60. This is supportive of a strategy to attract young people to the borough.
- 2.8 The analysis shows that those people who have declared a disability are not disproportionately affected when compared to those who have declared that they do not have a disability.
- 2.9 It will help future equality analyses if more people are encouraged to declare their ethnicity and whether or not they have a disability so that richer data is available. This also applies to other protected characteristics including religious belief that have not been included in this analysis.

Recommendations:

- A. Engage with women and men on low grades to understand the reasons for the high numbers of women earning lower rates of basic pay when compared to men, and address any relevant findings through a workforce strategy for both schools and the Council.

- B. Review all additional allowances to identify whether women receive the additional payments they are entitled to and take action as appropriate.
- C. Prepare a plan to close the Gender Pay Gap. Include actions from A and B above where appropriate.
- D. Continue to encourage people to report their ethnicity, religious belief and disability to enable the Council to address imbalances in the workforce.

3. Introduction

- 3.1 An Equality Assessment is an analysis of a proposed change to an organisational policy to determine if it has a disparate impact, either positively or negatively, on groups with protected characteristics.
- 3.2 In this instance the analysis involves comparing pay data from the old and new pay structures in order to determine the impact of the proposals in relation to gender, ethnicity, age and disability. This review relates both to basic pay and basic pay plus additional allowances both contractual and non-contractual.
- 3.3 The impact has been assessed by:
 - Analysing the numbers and percentages of those affected, positively and negatively, for each protected group, when compared with the impact on the workforce as a whole.
 - Comparing current and proposed average basic pay, to identify the financial impact of the changes on each of the protected groups,
 - Comparing current and proposed average basic pay plus allowances to identify the financial impact of the changes on each of the protected groups.
- 3.4 The impact has been assessed collectively across the Council as a whole and separately by grouping together grades that naturally fit together. The groups that have been used were provided by the Council's HR team. An assessment has also been made of the high level impact of the proposals on allowances alone.
- 3.5 Research for this work includes reference to the Equality and Human Rights Commission website (EHRC), and to London Councils as well as searches on the intranet for examples of other similar work in the public sector.
- 3.6 This report does not include an assessment of how the basic pay line has been drawn or the impact of grade boundaries on any of the protected characteristics.
- 3.7 Equality and Human Rights Commission advice is that pay gaps of 5% or more should be treated as statistically significant, requiring further investigation to identify the cause. Gaps of between 3% and 5% may also be indicative that those with the protected characteristic may be treated differently. This report highlights instances where the difference between the current and proposed basic pay and basic pay and allowances differ by 5% or more for each of the protected groups and provides commentary.

Terms of Reference

- 3.8 The purpose of this Equality Assessment is to analyse, assess and comment on the data provided in relation to the impact of the proposals on each of four characteristics – gender, ethnicity, age and disability.
- 3.9 Other protected characteristics under the Equality Act 2010 have been excluded because of the absence of relevant data.
- 3.10 Public bodies employing more than 250 people are required to report their Gender Pay from 2017 onwards and the Council has taken the opportunity to include its Gender Pay Gap Reporting as part of this analysis. Reporting is required only for the Council's corporate staff. The Council will be able to benchmark its gender pay gap against other London Boroughs when their figures are available later in the year.
- 3.11 It is important to note that the Council's terms and conditions proposals are intended to ensure that no one protected group is disadvantaged more than another as a result of the proposed changes. The proposals do not in themselves seek to improve the current position regarding Gender, Ethnicity, Disability or Age. This will be addressed outside of the scope of the terms and condition review as part of the wider workforce strategy.

4. Gender Context

- 4.1 Havering has a large female workforce. Of the 5,099 employees working for the Council, including schools, 4,000 are female. They make up 78.45% of the workforce. The majority of the Council's female workforce is employed on lower salaries and work in schools. Over 90% of those employed in schools are female.

Female	4000	78.45%
Male	1012	19.85%
Prefer not to say	87	1.70%
Total	5099	100%

Hours

- 4.2 Many women work part time hours, 49% of those working in corporate directorates and 64% of women working in schools are part time workers.

Havering residents

- 4.3 A high percentage of women live in the borough, 80% of those on scale points 1-25 are Havering residents whereas their male counterparts are more mobile, with only 67% of those on scale points 1-25 living in the borough.
- 4.4 The percentage is even higher for schools based staff on scale points 1-25. 90% of females are Havering residents, compared to 72% of males.

- 4.5 At higher grades the gap narrows with fewer women working and living locally. For example at PO4 and above 40% of females working for the Council (excluding schools based staff) are resident in the borough as are 37.7% of males. This may be because these more highly paid women are building careers and are willing and able to travel to do so. The majority if not all of these women are working in corporate directorates.

Length of service

- 4.6 More women than men working in corporate directorates leave their employment after 9 years of service. 19% of women on scale points 1 to 6 have between 5 and 9 years' service, compared to 29% of men on the same scale.
- 4.7 After 10 years the picture changes; 18% of women on scale points 1-6 have 10-14 years' service compared to 12% of men, indicating that men are moving on or progressing their careers whereas women are staying in the workforce.
- 4.8 In the school's workforce the proportion of men and women with 5-9 years' service is very similar at around 19%, but of those employees with 10 -14 years' service 16% are women compared to only 10% of men. Women with 10 years and more service tend to remain in the workforce whereas after 10 years male presence falls and continues to do so indicating that schools are not retaining their non-teaching male staff.
- 4.9 The profile of the workforce is provided by way of context. The impact of the proposals as set out below shows that women are more adversely affected by the changes to basic pay than men, whereas men are more adversely affected by changes to basic pay and allowances.
- 4.10 This is not necessarily about pay differentials alone and may in part be due to an absence of opportunity and lifestyle choices that women and men make, for example women preferring to work part time hours and men looking to supplement their pay with overtime and other additional payments. The Council needs to engage with men and women to understand the reasons and to develop a workforce plan that will address lack of opportunity if relevant.

5. Analysis - Gender

Basic Pay - Numbers and proportions affected by the changes.

- 5.1 An analysis has been carried out of the numbers and proportions of people whose proposed basic pay is higher than their current basic pay (green circles), the same as their current basic pay (white circles) and those whose proposed basic pay is less than their current basic pay (red circles).
- 5.2 As might be expected in an exercise where the objective is to move to a new pay and grading system whilst delivering a saving, the majority of both males and females are unaffected by the proposed changes to basic pay - 69% of males and 63% of females are unaffected by the proposals to change basic pay.

- 5.3 Of the group who are positively affected by the proposals, 16.4% are men and 13.2% women. They will receive an increase in their basic pay as a result of these proposals.

	Men	Women
Positively affected (Greens)	16.4%	13.2%
No change to basic pay	69%	63%
Total % who will receive the same or more basic pay.	85.4%	76.2%

- 5.4 Of the group that is adversely affected, red circles, women are more adversely affected than men – 23% of females will be worse off as a result of the proposals whereas only 16% of men will be adversely affected.
- 5.5 In particular, women on grades APTC 1/2/3 are more adversely affected, 11.3% of women are adversely affected compared to 1.38% of males. The Council has recognised that there are difficulties in differentiating Teaching Assistant grades through job evaluation and has proposed an additional payment of £465pa to all Teaching Assistants 2 on Grade 2. This is an additional contractual allowance given on top of basic pay pro rata to the hours worked. This allowance goes some way towards offsetting the difference reducing the percentage of women who are adversely affected to 9.8% compared to 1.38% of men.
- 5.6 Women on grades APTC 4/5/6 are also more adversely affected than men. However the differential is not as large as for grades APTC 1/2/3. 7% of women on grades APTC 4/5/6 are adversely affected compared to 4% of men.

Basic Pay - Financial Impact.

- 5.7 The financial impact is most appropriately identified by comparing average basic pay by gender and by grades. If the gender pay gap is 5% or more this is significant, requiring further investigation. Gaps of between 3% and 5% could also be worthy of investigation.
- 5.8 In overall terms there is little change in the average basic pay for both males and females when current basic pay is compared to proposed basic pay. Women will receive 99.5% of their current basic pay under the proposals (after the TA2 allowance is added) and men will receive 99.4% of current basic pay. The grade that is most impacted by the changes is LPO 7/8. Men will receive 97.1% of their current basic pay and women 98.1% of their current basic pay.
- 5.9 Whilst the impact of the proposals is small, and similar for both men and women, there is a significant difference in the amount that women earn as a percentage of men's basic pay. Women currently earn on average 59.4% of men's basic pay. This differential is evident for all grade groupings and is the highest for grades APTC1/2/3 where women receive 48.2% of men's basic pay currently and will receive 48.6% in the proposed pay and grading system. This

inherent pay difference overshadows the differences that arise as a result of these proposals.

- 5.10 In financial terms women on grades APTC 1/2/3 will be on average £13 a year better off as a result of the proposals, whereas men will be on average £145 a year better off. This difference is largely attributable to the current difference in men's basic pay compared to women. The current average female basic pay is £6,302 compared to £12,852 for men. Under the proposals women's basic pay will increase to £6,315 and men's to £12,997. As a result small increases in basic pay make a bigger financial difference to men compared to women.
- 5.11 The pay gap is larger at APTC 1/2/3 than any other grade. When the pay gap is calculated for Gender Pay Gap reporting purposes (see 6.5 below) it is based on the mean average hourly rate including allowances, but not including overtime. The omission of overtime may reduce the gender pay gap, because few women on low grades will be entitled to overtime rates for working additional hours. The majority will receive plain time for additional hours. The Council should take action following the introduction of these pay proposals to identify the reasons for the fundamental differences in basic pay between men and women and take appropriate action based on the outcome.

Basic Pay and Allowances – Numbers and proportions affected.

- 5.12 More women than men are unaffected by changes to basic pay and allowances (total package) than men. Over half of all women (51%) will see no change compared to just 36% men.
- 5.13 Of the group who will receive an increase in basic pay and allowances as a result of the proposals 11.35% are women and 11.7% are men.

	Men	Women
Positively affected (Greens)	11.7%	11.35%
No change to total package	36%	51%
Total % who will receive the same or more total package.	47.7%	62.35%

- 5.14 Of those who are negatively affected by the changes 52% are men compared to 38% who are women. When the impact of the proposals is assessed by grade men and women on grades APTC 1/2/3 are equally impacted by the proposals. At grades APTC 4/5/6, 15% of men are adversely affected by changes to the total package compared to 11% of women.
- 5.15 These changes are probably a reflection of the higher levels of allowances which are paid to higher numbers of men than women.

Financial Impact – Basic Pay and Allowances.

- 5.16 Generally men are more adversely affected than women. On average men are £490 worse off whereas women are £129 worse.
- 5.17 Men on Grades APTC1/2/3 will be on average £293 worse off whereas women will be on average £40 worse off. Men on grades APTC 4/5/6 will be on average £586 a year worse off whereas women will be on average £162 a year worse off.

Allowances

- 5.18 A review of the impact of changes to allowances shows that the difference between the amounts that men receive when compared to women is high. For example:
- Overtime payments - non Contractual planned hours. Women's pay is currently 53% of men's pay and the proposals will result in their receiving 50% of men's pay.
 - Contractual Market Supplements. Currently women's payments are 56.33% of men's payments and under the proposals this will increase to 57.93%.
 - Additional hours payments – non contractual. Currently women's pay is 27.73% of men's pay and this will rise to 30.3% with the new proposals.

The differentials in these payments are significant and evident in many more examples including honoraria, car user allowances, night work allowances etc. Some of the differences may be explained by the nature of the roles or lifestyle choices.

- 5.19 In conclusion there are inherent pay differences in the basic pay system and currently women on average earn only 59.4% of men's basic pay. Women see no improvement in the basic pay they earn as a percentage of men's basic pay as a result of the proposals to change basic pay. Conversely in relation to pay and allowances women currently earn 58.3% of men's pay and this increases as a result of the proposals to 59%. Men are more adversely affected by changes to pay and allowances. This is because more men receive additional payments than women and men appear to earn higher amounts. The Council should engage with women following this review to understand the differentials in pay particularly for women on the lowest grades. The Council should at the same time prioritise a review of additional payments to find out why women are receiving less than men and build actions into its workforce strategy. This will help to reduce the Gender Pay Gap. (Recommendation A, page 2)

6 Gender Pay Gap

- 6.1 The EHRC defines the gender pay gap as 'a measure of the difference between men's and women's average earnings across the organisation expressed as a percentage of men's earnings'.

- 6.2 In England there is a gender pay gap of 19% which means that on average women earn 80p for every £ that men earn (October 2016 EHRC).
- 6.3 From 2017 the Council, as an employer of more than 250 people, is required to publish and report specific figures about the gender pay gap. This must include:
- The mean gender pay gap in hourly pay
 - The median gender pay gap in hourly pay
 - The mean bonus gender pay gap
 - The median bonus gender pay gap
 - The proportion of males and females receiving a bonus payment
 - The proportion of males and females in each pay quartile.
- 6.4 The pay gap has been calculated from figures provided from the Council's HR system in line with the requirements set out by the government for gender pay gap reporting. Pay includes allowances other than overtime. For the purpose of reporting the pay gap schools have not been included. Havering Council does not make bonus payments to staff and there is therefore a 'nil' return against these requirements.
- 6.5 The table below shows the gender pay gap based on current and separately proposed total pay including allowances but excluding overtime. **The average gender pay gap reduces as a result of the proposed changes to pay and is below the UK average.**

Mean Gender Pay Gap – hourly rate (Current Pay and Allowances)	Median Gender Pay Gap – hourly rate. Current Pay and Allowances	Mean Gender Pay Gap hourly rate (Proposed Pay and Allowances)	Median Gender Pay Gap – hourly rate Proposed Pay and Allowances	Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap
19.72%	23.3%.	18.04%	19.4%.	Nil	Nil

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Male	6.91%	15.76%	23.61%	33.10%
Female	92.78%	83.06%	74.51%	63.45%

- 6.6 The quartile figures show the percentage of men and women in each quartile. As might be expected the percentage of women in quartile 1 which is the lowest paid is very high at 92.78%. The percentage of females in quartile 4 at 63.45% is slightly below the female workforce average of 67%. There is opportunity to encourage more women to develop into the highest paid roles.
- 6.7 Some of the reasons for the gender pay gap arise from large numbers of females on low grades and imbalance in the numbers and amounts of additional payments made to men and women.

- 6.8 However the Gender Pay Gap is not only a reflection of pay differences but may also be a reflection of lack of opportunity extended to women for career progression, and/ or lifestyle choices made by women and men.
- 6.9 Looking to the future, following this impact assessment the Council should undertake further work and engagement with the workforce and build the outcomes of that into its future workforce strategy and plans. (Recommendation A page 2).
- 6.10 In conclusion the mean gender Gender Pay Gap is currently slightly above the UK average at October 2016 but falls to 18.04% which is below the UK average when calculated based on the proposed hourly rate for pay and allowances. The Council is recommended to engage with women in the workforce to determine whether the reasons for the pay gap are in part attributable to lifestyle choices made by women. The Council is also recommended to review allowances to determine whether women are receiving the payments they are entitled to.**

7. Analysis – Ethnicity

The table below shows the profile of the Council's workforce by ethnicity.

	No.	%
White British	2636	51.69%
White Other	85	1.66%
Black	111	2.17%
Asian	65	1.27%
Mixed	21	0.41%
Any other	20	0.40%
PNTS/Not specified	2161	42.38%
Total	5099	100%

- 7.1 The percentages of ethnic minority groups in the workforce who have declared their ethnicity is very low, being 4.2% of the total workforce and 8% of the workforce who are White British or White Other.
- 7.2 When analysed by grade only 89 people on grades APTC1/2/3 and 4/5/6 have declared their ethnicity as other than white.
- 7.3 These small numbers need to be kept in mind when drawing conclusions from the data.

Basic Pay – Numbers and proportions affected.

- 7.4 The majority of people will see no change to their current basic pay as a result of the proposals. The proportions range from 60% of Asian employees to 76% of white others who will all see no change to their basic pay as a result of the proposals.

- 7.5 Asian employees are the most positively affected by the proposals. 11% of all Asian employees are positively affected.
- 7.6 However because of the low numbers of people who have declared their ethnicity it is difficult to draw any conclusions from those who are positively and negatively affected.

Basic Pay – Financial Impact.

- 7.7 The financial impact of the proposed changes has been analysed by comparing the current average pay for ethnic minority groups as a whole to the average pay of the white groups (English and White other). This shows that in overall terms ethnic minority groups earn more on average and that their percentage pay is largely unchanged when compared to that of the white groups in the new pay structure.

	Ethnic minority groups average pay (excluding PNTS)	White group's pay	Minority groups pay as a % of white group's pay.
Current average pay	£24,884	£17,864	139.3%
Proposed average pay	£24,658	£17,742	138.98%

- 7.8 When broken down by grade groupings the percentage difference between current and proposed pay of each minority group is less than 3%, with a few exceptions of small numbers of people of different ethnicity on PO grades who will be worse off by more than 5%.

Basic Pay and Allowances – Numbers and proportions affected.

- 7.9 The percentages of people who will be positively affected by the changes is low, 15% or less for all groups including those who preferred not to state their ethnicity.
- 7.10 More people are affected by changes to basic pay and allowances than are affected by changes to basic pay alone. Only 52% of white others and 45% of Asian employees will see no change to their basic pay and allowances.
- 7.11 A significant proportion of mixed race employees, 76%, will be adversely impacted as a result of the proposals, although their numbers are low, being 16. The Council may wish to give further consideration to the impact on this group.

Basic Pay and Allowances – Financial Impact.

- 7.12 The impact of the proposed changes is set out below. Generally minority groups do better than white groups as a result of the proposals.

	Ethnic minority	White	Minority groups pay as a
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	group's pay (excluding PNTS)	group's pay	% of white groups pay.
Current average pay & allowances	£25,854	£18,586	139.11%
Proposed average pay & allowances	£25,409	£18,306	138.8%

7.13 As with basic pay when analysed by grade groupings there are small numbers of higher paid individuals, on PO grades who are significantly impacted by the proposals. The majority of people will see very little change in their basic pay and allowances.

7.14 In conclusion the majority of employees of different ethnic minority backgrounds will see no change in their basic pay and basic pay and allowances as a result of the proposals. A small number of people from different ethnic backgrounds who are on higher pay grades are more negatively affected by the proposals. The number of people who have declared their ethnicity is low and this makes it more difficult to fully reflect the impact of the changes on those of different ethnic backgrounds.

8. Analysis – Age

8.1 The analysis has been carried out by comparing the average basic pay of staff on current and proposed basic pay by age range, and by comparing current and proposed basic pay and allowances by age.

The table below shows the profile of the Council's workforce by age.

	No	%
Under 20	46	0.87
20-30	408	8.01
30-40	855	16.78
40-50	1466	28.75
50-60	1671	32.77
Over 60	653	12.82
Total	5099	100%

Basic Pay – Numbers and proportions affected.

8.2 The majority of people across all age groups see no change to their basic pay as a result of the proposals. The proportions of people who see no change are very similar for most age groups, ranging from 64%-68% other than those who are under 20. A very high percentage of those under 20, including apprentices, that is 91% of people under 20, will see no change to their basic pay as a result of the proposals.

- 8.3 The proportions of people who are positively and adversely impacted by the proposals are also evenly distributed across the age ranges, 10%-14% of those aged 30 – 60 are positively affected and 20%-26% of the same age groups are adversely affected.

Basic Pay- Financial Impact.

- 8.4 In overall terms when analysed by age all staff will receive almost 100% of their basic pay in the proposed pay structure. Those employees under the age of 20 and over the age of 60 will do best.

	Under 20 (23 people)	20-30 (57 people)	30-40 (53 people)	40-50 (66 people)	50-60 (78 people)	Over 60 (77 people)
% of current basic pay received in the proposed structure.	100.48 %	99.93%	99.79%	99.43%	99.06%	99.92%

- 8.5 When analysed by grade groupings 7 people who are over 60 on grades PO7/8 do not do as well. They will receive on average 92.2% of their current basic pay.

Basic Pay and Allowances – Numbers and proportions affected.

- 8.6 Those aged under 20 do relatively well as a result of the proposals. 72% are unaffected by the proposed changes and 9% are positively affected. Conversely the over 60's do not do as well, 44% are unaffected and 8% are positively impacted.
- 8.7 For those aged 30-60 fewer will see no change to their basic pay and allowances than the proportions who see no change to their basic pay. Between 45% and 51% of those aged 30-60 will see no change to their basic pay and allowances. Between 9% and 15% of those aged 30-60 are positively affected.

Age	Positively affected	No change	Negatively affected.
Under 20	9%	72%	19%
20-30	20%	48%	32%
30-40	15%	48%	37%
40-50	11%	51%	38%
50-60	9%	45%	46%
Over 60	8%	44%	48%

Basic Pay and Allowances – Financial Impact.

- 8.8 The table below shows the impact of the proposals. There is very little difference in the impact of the proposals on those of different ages.

	Under 20 (23 people)	20-30 (57 people)	30-40 (53 people)	40-50 (66 people)	50-60 (78 people)	Over 60 (77 people)
% of current pay & allowances received in the proposed structure.	100.23%	99.58%	99.15%	99%	98.43%	97.39%

8.9 The under 20's do well receiving 100.23% of their current basic pay and additional payments whilst the over 60's do worse receiving 97.39% on their current basic pay and allowances.

8.10 Small numbers of employees on higher PO grades who are over 60 will receive a reduction of more than 9% on their basic pay and allowances in the new structure. These again are small numbers of people on relatively high salaries.

8.11 In conclusion the majority of people, of all ages, see no change to their basic pay and basic pay and allowances as a result of the proposals. Younger people under 20 do better as a result of the proposals than those who are aged over 60. Small numbers of employees on higher pay grades who are over 60 are more adversely affected than others by the proposals.

9. Analysis – Disability

9.1 The analysis has been carried out by comparing the average percentage basic pay, and basic pay and allowances, of people who have declared a disability with the average percentage basic pay of those who have declared that they do not have a disability. The table below shows the profile of the Council's workforce.

	No	%
Number of people who have declared a disability	105	2
Number of people who have declared they do not have a disability	607	12
Number of PNTS/Not Specified	4387	86
Total	5099	100%

Basic Pay – Financial Impact.

9.2 There appears to be little impact of the proposals to change basic pay on those who have declared a disability. They will on average receive 99.72% of their current basic pay if the proposals. This is very similar to the impact on those people who have declared that they do not have a disability, who will on average receive 99.23% of their current basic pay.

Basic Pay and Allowances – Financial Impact.

- 9.3 The picture is similar for basic pay and allowances. Those who have declared a disability will on average receive 98.45% of their current basic pay and allowances if the Council adopts the new pay and grading system. Those who declared that they do not have a disability will on average receive 98.62% of their current basic pay and allowances.
- 9.4 In conclusion there is little impact of the proposals on those who have declared a disability compared to the impact on those who have declared that they do not have a disability. As with ethnicity the percentages of people who have declared whether or not they have a disability are very low. The majority 86% have either preferred not to say or not specified. It will help future impact assessments if people are encouraged to declare whether or not they have a disability.**

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