

# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

<b>Organisation prepared for:</b>	<b>South Somerset District Council SSDC</b>		
<b>Version:</b>	<b>1</b>	<b>Date Completed:</b>	<b>October 2019</b>

**Description of what is being Equality Impact Assessed:**

Revision of the previous Market Supplement Policy to reflect organisational changes and the option to pay for up to 3 years

**Evidence**

**What data/information have you used to assess how this policy/service might impact on protected groups?** Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#), should be detailed here

The data/information we have used to assess the potential impacts of this change to the market supplement policy is as follows:

1. Somerset Intelligence Partnership website – population data on sex, age, race/ethnicity, religion, disability, employment status (part-time working) and unpaid carers. From this, the following information has specifically informed this EIA.
  - 1.2% of residents in the district are of non-Christian Religion
  - The majority of residents in the district are aged 45 – 69
  - 5.04% of the district are registered as non-white British and 1.89% are registered as BME
  - In South Somerset 10.8% of the population provide unpaid care and that in Somerset, based on the 2011 census, 58% of those providing unpaid care are women.
  - 48% of females work on a part time basis
  - According to the 2011 census just under 100,000 people in Somerset (18.8% of the population) said they had a long-term condition or disability which limited their day-to-day activities a lot or a little and of these almost 41,000 of them were aged 16-64 (of working age).The proportion is on a par with both regional and national averages.

An equality profile of SSDC's workforce has recently been completed and can be found here <http://portal/media/2753/equalities-profile-2019.pdf>. Of note particularly within this data is the gender and age differences.

**Who have you consulted with to assess possible impact on protected groups?** If you have not consulted other people, please explain why?

We have consulted with Senior Leadership Team, Leadership Management Team, Employee Consultation Group (ECG), Unison Trade Union, GMB Trade Union regarding the proposed change.

**Analysis of impact on protected groups**

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<ul style="list-style-type: none"> <li>In applying the policy, it must be ensured that either older or younger employees are not discriminated against. and that where supplements are applied to roles, they must be objectively justified using the defined criteria as set out in the policy</li> </ul>	□	⊗	□
Disability	<ul style="list-style-type: none"> <li>The revised policy will have neither a positive nor a negative impact on a disabled employee's requirement for reasonable adjustments, and application will be role not person specific</li> </ul>	□	⊗	□

<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>The policy will have neither a negative nor positive impact for employees with this Protected Characteristic</li> </ul>	□	⊗	□
<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>The policy will have neither a negative nor positive impact for employees with this Protected Characteristic</li> </ul>	□	⊗	□
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>Where a market supplement is applied, it will be considered as part of maternity pay calculations where appropriate so as not to discriminate against pregnant post holders</li> </ul>	□	⊗	□
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>The new policy will have neither a negative nor positive impact for employees with this Protected Characteristic</li> </ul>	□	⊗	□
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>The new policy will have neither a negative nor positive impact for employees with this Protected Characteristic</li> </ul>	□	⊗	□
<b>Sex</b>	<ul style="list-style-type: none"> <li>When applying market supplements to comparable roles held by men and women there is a risk that if not properly considered, discrimination could take place leading to equal pay claims.</li> </ul>	⊗	□	□

<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>The new policy will have neither a negative nor positive impact for employees with this Protected Characteristic</li> </ul>	□	⊗	□
<b>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>No Impact</li> </ul>	□	⊗	□

**Negative outcomes action plan**  
Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

<b>Action taken/to be taken</b>	<b>Date</b>	<b>Person responsible</b>	<b>How will it be monitored?</b>	<b>Action complete</b>
In relation to the protected characteristic of Sex, full consideration of this impact will be assessed as part of the business case for market supplements. Any differences must be objectively justified.	31/08/2020	People Managers Forum	Via meetings where the business cases will be assessed	□
	Select date			□
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	Select date			<input type="checkbox"/>
<b>If negative impacts remain, please provide an explanation below.</b>				
None				
<b>Completed by (Officer name and role):</b>				
<b>Date:</b>				
<b>Manager/Director Sign off (Name and position)</b>	<b>Jenny Clayton – Lead Specialist People</b>			
<b>Date:</b>	<b>29 October 2019</b>			
<b>Equality Lead sign off (Name):</b>	<b>Dave Crisfield</b>			
<b>Date:</b>	<b>29<sup>th</sup> October 2019</b>			
<b>To be reviewed by: (officer name)</b>	<b>Jenny Clayton – Lead Specialist People</b>			
<b>Review date:</b>	<b>April 2020</b>			